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ABSTRACT

This report presents the results of the fifth annual ethnic survey of New York State Civil Service employees by ethnic group, occupational group, Civil Service jurisdictional class, sex, and salary grade. As this survey marks the midpoint of a 10-year authorization by the Governor, a comparison is made of the 1971 figures with the situation in 1967, the year of the first survey. Minority employment increased during the 5-year period both absolutely and as a proportion of the total work force. Minority representation in State employment closely approximates minority group representation of 16.7 percent in the State population as of the 1970 census. The report is published to provide direction in the continuing effort to assure equal employment opportunity for all groups. (MF)

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ED 074259

1971

# FIFTH ANNUAL REPORT

## on the

# OCCUPATIONS, JOB STATUS AND ETHNIC CHARACTERISTICS OF EMPLOYEES

## in

# NEW YORK STATE AGENCIES

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The New York State Department of Civil Service

Albany, New York

1971
State of New York

Nelson A. Rockefeller
Governor

New York State Civil Service Commission

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MICHAEL N. SCELSI

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# FOREWORD

This report presents the results of the fifth annual ethnic survey conducted by the New York State Department of Civil Service. The survey represents the mid-point of a ten-year authorization given to the Department of Civil Service by Governor Nelson A. Rockefeller.

The report presents the situation as of the end of 1971, and a comparison with the situation in 1967, the year of the first survey. The report is published to help provide direction in what remains to be done in the continuing effort to assure equality of employment opportunity for all.

President
New York State Civil Service Commission

## INTRODUCTION

The 1971 Ethnic Survey covers 53 State Agencies, and over 168,000 employees.

It is a sight survey; that is, agency personnel, supervised by an agency coordinator, observed employees or their records, coded and tallied them in the Survey categories, and reported the tally sums to the Civil Service Department. The agency reporters and coordinators made every effort to assure the completeness and accuracy of their reports. However, no attempt was made to gather records on individual employees.

The survey categories used were: ethnic group (White, Black, Puerto Rican, and Other Minorities); occupational group (see definitions); jurisdictional class (as defined in the Civil Service Law); sex and salary grade. Agency and county location were produced automatically by the reporting method.

Most of the tables in this report present data for 1967 (the first survey), and for the survey periods in 1970 and 1971. The 1968 and 1969 figures do not affect the comparisons. The comparison of the 1971 with the 1970 figures is of more than usual interest because of the cutback in the State work force in the interval.

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## HIGHLIGHTS

Minority representation increased, both in absolute numbers and as a percentage of the total, for the period 1967 through 1970. There was, however, a slight decrease in the number of minority employees in 1971, due no doubt to the general State budget cutback in operations.

**Total State Employment and Distribution – by Ethnic Category**

**1967 – 1971**

| | 1967 | | 1968 | | 1969 | | 1970 | | 1971 | |
|---|---|---|---|---|---|---|---|---|---|---|
| Category | Number | % | Number | % | Number | % | Number | % | Number | % |
| Total | 145,082 | 100.0 | 155,576 | 100.0 | 161,410 | 100.0 | 176,815 | 100.0 | 168,110 | 100.0 |
| White | 125,629 | 86.6 | 133,822 | 86.0 | 136,465 | 84.5 | 147,805 | 83.7 | 141,149 | 84.0 |
| Black | 16,519 | 11.4 | 18,714 | 12.0 | 21,122 | 13.1 | 24,081 | 13.6 | 22,381 | 13.3 |
| Puerto Rican | 1,777 | 1.2 | 1,979 | 1.3 | 2,525 | 1.6 | 3,251 | 1.8 | 2,892 | 1.7 |
| Other Minorities | 1,157 | 0.8 | 1,061 | 0.7 | 1,298 | 0.8 | 1,678 | 0.9 | 1,688 | 1.0 |

The net increase in State jobs for the period covered by the five surveys, 1967-1971, was 23,028. Of this increase, 67.4% was attributable to increase in the White category, 25.5% to the Black, 4.8% to the increase in Puerto Rican and 2.3% to the increase in Other Minorities. The net decrease in jobs from 1970-1971 was 8,705. Of this decrease, 76.5% was attributable to the White category, 19.5% to the Black, and 4.1% to the Puerto Rican, while the Other Minorities category increased 0.1% over its 1970 complement.

On balance, then, the 1967-1971 period shows an overall increase in minority employment both absolutely and as a proportion of the total work force. The data also indicates that the reduction in work force of 1971 did not significantly affect the relative overall minority employment picture in the State service.

Minority representation in State employment closely approximates minority groups representation of 16.7% in the State population, as of the 1970 census.

While the overall picture was improved steadily, minority employees differ from White employees in most of the characteristics covered by the survey, and these differences have persisted since 1967. Within the minority classifications, Other Minorities differ systematically from Blacks or Puerto Ricans.

SEX: A higher proportion of minority employees than of White employees are female. The proportions female for 1967 and 1971 are:

| | 1967 | 1971 |
|---|---|---|
| All employees | 42.3 | 44.0 |
| White | 39.9 | 40.6 |
| Black | 59.9 | 65.6 |
| Puerto Rican | 40.7 | 47.2 |
| Other | 44.0 | 36.3 |

The increase in total State employment during the period covered by the surveys, by sex and ethnic group, is:

| | | Increase | % of 1967 Total |
|---|---|---|---|
| Male: | Total | 10,335 | 12.3 |
| | W | 8,363 | 11.1 |
| | B | 1,070 | 16.2 |
| | PR | 474 | 45.0 |
| | O | 428 | 66.0 |
| Female: | Total | 12,693 | 20.7 |
| | W | 7,157 | 14.3 |
| | B | 4,792 | 48.4 |
| | PR | 641 | 88.5 |
| | O | 103 | 20.2 |

Of the 5,862 increase in Black employees between 1967 and 1971, 81.7% were female, and of the 1,115 increase in Puerto Ricans, 57.5% were female.

It is apparent that conditions tending to concentrate minority employees, particularly Blacks, in occupations traditionally staffed by women, have operated throughout the period of the survey. For example, 62% of Service Workers, compared to 44% of all workers, are female; well over half of Black and Puerto Rican employees are Service Workers.

AGENCY: Most agencies have increased their minority representation. Only two small agencies report no minority employees.

However, minority employees were highly concentrated in a few agencies in 1967, and continue so in 1971. In 1971, four large agencies, Mental Hygiene, Labor Department, Narcotic Addiction Control Commission, and SUNY, who together account for approximately 59% of total State employment, employed 83% of minority employees. The comparable figures for 1967 are 56% and 81%.

While SUNY is a large employer of minorities in absolute terms, these employees make up only 10% of their work force; removing them from the calculation produces 1971 percentages of 43 and 75.

In general, the differences among agencies in minority representation are related largely to the occupational makeup of the agency's work force, as illustrated in Table 3.

**OCCUPATION:** While minorities have improved their representation in nearly every occupation, they are still highly concentrated in a few, and particularly in the Service Worker category. Minorities make up 35% of State Service Workers; well over half of all Black and Puerto Rican employees work in this occupational grouping.

Substantial gains were made by Blacks and Puerto Ricans in the Protective Service category. The bulk of this increase was in the Narcotic Addiction Control Commission program. This agency increased its complement in the occupation by a thousand, while maintaining a better than 60% minority representation.

In general, Blacks and Puerto Ricans are still underrepresented in every occupation except Service Worker, but some progress is being made in eliminating the imbalance.

**SALARY GRADE:** Black and Puerto Rican employees are concentrated in the lower salary grades, a corollary of their occupational distribution.

Blacks and Puerto Ricans increased as a percentage of all employees in the lower grades 1 through 13, but the greater percentage increases were in grades 14 through 38. There was some movement up the salary grade ladder for all employees, but minorities are making some progress in closing the gap at the higher levels.

**JURISDICTIONAL CLASS:** In most jurisdictional classes, minority employees have been increasing, since 1967, faster than overall employment. In two categories, Non-Competitive and Exempt, the net change in the number of minority employees resulted in an increase in the percentage of minority employees from 10.2% to 16.0%, and from 6.3% to 16.5%, respectively.

The poorest minority representation occurs in the Unclassified and Other categories. The former are appointive positions; the latter are largely State Troopers and Service Workers in Military and Naval Affairs. Neither group is covered by the Civil Service Law.

The great number of State employees are in the Competitive class. In 1971, 76.5% were in this category; however, 80.4% of minority employees were Competitive. The respective figures for 1967 are 77.0 and 85.7%. While the difference in representation by jurisdictional class still exists, substantial minority increases in several categories have narrowed it.

**LOCATION:** Most minority employees are concentrated in New York City and the immediately surrounding area (Long Island, Rockland and Westchester). This area, which contains 34% of State positions, accounts for 27% of White, 74% of Black, 91% of Puerto Rican, and 50% of Other Minority employees. There has been little change in this pattern since 1967. Of the net increase in minority employees since 1967, 69% of the Black, 87% of the Puerto Rican, and 45% of Other Minority increases have been in the same area.

Excluding this geographical area, the State work force is 94% White, and in the Albany area it is 96% White. However, in every area other than Albany, minorities make up a larger proportion of the State work force than of the area population.

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## DISTRIBUTION OF STATE EMPLOYEES


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TABLE 1. DISTRIBUTION OF STATE EMPLOYEES, BY ETHNIC GROUP AND BY SEX

MALE

| | 1967 | | 1970 | | 1971 | |
|---|---|---|---|---|---|---|
| | NUMBER | % | NUMBER | % | NUMBER | % |
| TOTAL | 83,750 | 100.0 | 98,653 | 100.0 | 94,085 | 100.0 |
| White | 75,427 | 90.0 | 87,273 | 88.4 | 83,790 | 89.1 |
| Black | 6,622 | 7.9 | 8,585 | 8.7 | 7,692 | 8.2 |
| Puerto Rican | 1,053 | 1.3 | 1,734 | 1.8 | 1,527 | 1.6 |
| Other Minorities | 648 | 0.8 | 1,061 | 1.1 | 1,076 | 1.1 |

FEMALE

| | 1967 | | 1970 | | 1971 | |
|---|---|---|---|---|---|---|
| | NUMBER | % | NUMBER | % | NUMBER | % |
| TOTAL | 61,332 | 100.0 | 78,162 | 100.0 | 74,025 | 100.0 |
| White | 50,202 | 81.9 | 60,532 | 77.5 | 57,359 | 77.5 |
| Black | 9,897 | 16.1 | 15,496 | 19.8 | 14,689 | 19.9 |
| Puerto Rican | 724 | 1.2 | 1,517 | 1.9 | 1,365 | 1.8 |
| Other Minorities | 509 | 0.8 | 617 | 0.8 | 612 | 0.8 |

TABLE 2

NUMBER OF STATE EMPLOYEES BY ETHNIC GROUP AND AGENCY IN 1967, 1970 AND 1971

| AGENCY | ALL ETHNIC GROUPS | | | WHITE | | | BLACK | | | PUERTO RICAN | | | "OTHER" MINORITIES | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | 1967 | 1970 | 1971 | 1967 | 1970 | 1971 | 1967 | 1970 | 1971 | 1967 | 1970 | 1971 | 1967 | 1970 | 1971 |
| Agency Total | 145,082 | 176,815 | 168,110 | 125,629 | 147,805 | 141,149 | 16,519 | 24,081 | 22,381 | 1,777 | 3,251 | 2,892 | 1,157 | 1,678 | 1,688 |
| culture & Markets | 981 | 997 | 1,002 | 971 | 950 | 955 | 9 | 45 | 41 | 1 | 2 | 5 | 0 | 0 | 1 |
| t & Control | 1,759 | 1,971 | 2,002 | 1,713 | 1,884 | 1,916 | 43 | 77 | 76 | 3 | 3 | 4 | 0 | 7 | 6 |
| king | 415 | 444 | 438 | 396 | 418 | 409 | 14 | 13 | 18 | 5 | 8 | 10 | 0 | 5 | 1 |
| Service | 747 | 944 | 873 | 707 | 839 | 817 | 37 | 94 | 49 | 3 | 9 | 7 | 0 | 2 | 0 |
| ublic Employment Relations Board | -- | 59 | 56 | -- | 57 | 54 | -- | 2 | 2 | -- | 0 | 0 | -- | 0 | 0 |
| merce | 397 | 424 | 391 | 387 | 391 | 363 | 10 | 22 | 19 | 0 | 8 | 7 | 0 | 3 | 2 |
| ectional Services[1] | 6,574 | 6,884 | 7,436 | 6,280 | 6,525 | 6,979 | 290 | 329 | 415 | 3 | 24 | 34 | 1 | 6 | 8 |
| cation | 2,529 | 3,688 | 3,448 | 2,323 | 3,393 | 3,191 | 178 | 256 | 224 | 8 | 21 | 16 | 20 | 18 | 17 |
| ronmental Conservation | 4,101 | 2,877 | 2,719 | 4,023 | 2,840 | 2,681 | 72 | 16 | 15 | 1 | 2 | 1 | 5 | 19 | 22 |
| cutive | | | | | | | | | | | | | | | |
| xecutive Chamber | 167 | 210 | 209 | 141 | 179 | 176 | 26 | 30 | 32 | 0 | 1 | 1 | 0 | 0 | 0 |
| ging, Office for | 13 | 23 | 18 | 13 | 20 | 15 | 0 | 3 | 3 | 0 | 0 | 0 | 0 | 0 | 0 |
| lcoholic Beverage Control, Div. of | 570 | 688 | 643 | 496 | 597 | 563 | 59 | 75 | 66 | 15 | 16 | 14 | 0 | 0 | 0 |
| rts, Council on the | 25 | 75 | 73 | 23 | 57 | 56 | 2 | 13 | 16 | 0 | 5 | 1 | 0 | 0 | 0 |
| udget, Div. of | 197 | 258 | 257 | 195 | 254 | 252 | 2 | 4 | 5 | 0 | 0 | 0 | 0 | 0 | 0 |
| rime Victims Comp. Bd. | 12 | 25 | 27 | 11 | 19 | 21 | 1 | 4 | 5 | 0 | 2 | 1 | 0 | 0 | 0 |
| eneral Services, Office of | 1,930 | 2,738 | 2,655 | 1,569 | 2,321 | 2,307 | 344 | 389 | 322 | 17 | 26 | 21 | 0 | 2 | 5 |
| lousing & Community Renewal, Div. of | 390 | 414 | 372 | 327 | 347 | 311 | 53 | 55 | 51 | 8 | 10 | 9 | 2 | 2 | 1 |
| luman Rights, Div. of | 217 | 277 | 248 | 133 | 153 | 143 | 73 | 90 | 76 | 11 | 32 | 27 | 0 | 2 | 2 |
| IYS Identification and Intelligence System | 498 | 727 | 704 | 472 | 639 | 614 | 26 | 87 | 89 | 0 | 0 | 0 | 0 | 1 | 1 |
| ocal Government, Office for[2] | 341 | 414 | 442 | 335 | 405 | 423 | 6 | 8 | 15 | 0 | 0 | 2 | 0 | 1 | 2 |
| lilitary & Naval Affairs, Div. of | 1,022 | 998 | 958 | 946 | 904 | 871 | 56 | 71 | 67 | 20 | 23 | 20 | 0 | 0 | 0 |
| arks & Recreation, Office of | -- | 3,027 | 2,996 | -- | 2,885 | 2,836 | -- | 113 | 137 | -- | 7 | 5 | -- | 22 | 18 |
| robation, Div. of[3] | -- | -- | 40 | -- | -- | 39 | -- | -- | 1 | -- | -- | 0 | -- | -- | 0 |
| anning Services, Office of[4] | 113 | 206 | 207 | 106 | 183 | 179 | 3 | 6 | 19 | 0 | 1 | 2 | 4 | 16 | 7 |

TABLE 2 (continued)

| AGENCY | ALL ETHNIC GROUPS | | | WHITE | | | BLACK | | | PUERTO RICAN | | | "OTHER" MINORITIES | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | 1967 | 1970 | 1971 | 1967 | 1970 | 1971 | 1967 | 1970 | 1971 | 1967 | 1970 | 1971 | 1967 | 1970 | 1971 |
| State Police, Div. of | 3,345 | 3,782 | 3,798 | 3,325 | 3,756 | 3,765 | 13 | 16 | 19 | 2 | 2 | 4 | 5 | 8 | 10 |
| Veterans' Affairs, Div. of | 182 | 189 | 183 | 175 | 181 | 176 | 5 | 5 | 5 | 2 | 3 | 2 | 0 | 0 | 0 |
| Youth, Div. for[5] | 321 | 471 | 2,388 | 257 | 351 | 1,898 | 57 | 101 | 433 | 5 | 16 | 44 | 2 | 3 | 13 |
| Health | 4,336 | 4,618 | 4,175 | 3,797 | 4,063 | 3,654 | 399 | 422 | 384 | 23 | 41 | 38 | 117 | 92 | 99 |
| Insurance | 647 | 750 | 693 | 616 | 701 | 654 | 24 | 39 | 35 | 7 | 8 | 2 | 0 | 2 | 2 |
| Labor Dept. Total | 12,170 | 12,351 | 13,516 | 10,488 | 10,277 | 11,405 | 1,574 | 1,878 | 1,887 | 91 | 168 | 201 | 17 | 28 | 23 |
| Labor (Main) | 1,352 | 1,248 | 1,131 | 1,256 | 1,145 | 1,050 | 83 | 80 | 68 | 6 | 17 | 8 | 7 | 6 | 5 |
| Div. of Employment | 7,565 | 8,040 | 9,346 | 6,741 | 6,862 | 8,112 | 781 | 1,079 | 1,101 | 39 | 85 | 123 | 4 | 14 | 10 |
| Labor Relations Bd. | 92 | 86 | 80 | 79 | 72 | 67 | 11 | 11 | 10 | 2 | 3 | 3 | 0 | 0 | 0 |
| State Insurance Fund | 1,588 | 1,396 | 1,395 | 1,165 | 983 | 963 | 396 | 377 | 393 | 22 | 30 | 33 | 5 | 6 | 6 |
| Workmen's Comp. Bd. | 1,573 | 1,581 | 1,564 | 1,247 | 1,215 | 1,213 | 303 | 331 | 315 | 22 | 33 | 34 | 1 | 2 | 2 |
| Law | 825 | 983 | 997 | 785 | 927 | 907 | 34 | 43 | 64 | 6 | 10 | 22 | 0 | 3 | 4 |
| Mental Hygiene | 47,479 | 59,503 | 54,181 | 35,573 | 42,401 | 38,513 | 10,088 | 14,177 | 13,108 | 1,274 | 2,149 | 1,817 | 544 | 776 | 743 |
| Narcotic Addiction Control Commission | 975 | 4,560 | 3,947 | 489 | 2,504 | 2,228 | 423 | 1,757 | 1,444 | 63 | 278 | 253 | 0 | 21 | 22 |
| Motor Vehicles | 3,142 | 3,700 | 3,378 | 2,868 | 3,323 | 3,050 | 264 | 354 | 307 | 6 | 20 | 17 | 4 | 3 | 4 |
| Public Service | 542 | 650 | 517 | 519 | 615 | 486 | 21 | 26 | 18 | 2 | 5 | 7 | 0 | 4 | 6 |
| Social Services[5] | 3,375 | 4,013 | 1,453 | 2,793 | 3,324 | 1,252 | 530 | 603 | 165 | 42 | 73 | 27 | 10 | 13 | 9 |
| State | 539 | 581 | 512 | 509 | 536 | 472 | 20 | 37 | 34 | 9 | 8 | 5 | 1 | 0 | 1 |
| State University of New York | 20,790 | 26,829 | 26,784 | 19,191 | 24,113 | 23,898 | 1,124 | 2,000 | 2,092 | 96 | 164 | 187 | 379 | 552 | 607 |
| Taxation & Finance | 5,397 | 6,079 | 5,613 | 5,039 | 5,624 | 5,201 | 315 | 389 | 357 | 35 | 59 | 50 | 8 | 7 | 5 |
| Transportation | 14,098 | 14,619 | 14,204 | 13,895 | 14,368 | 13,971 | 150 | 181 | 169 | 8 | 19 | 23 | 35 | 51 | 41 |
| Bridge Authority | 111 | 110 | 109 | 111 | 110 | 109 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| East Hudson Parkway Authority | -- | 292 | 296 | -- | 269 | 273 | -- | 21 | 23 | -- | 0 | 0 | -- | 2 | 0 |
| Housing Finance Agency | 18 | 38 | 39 | 15 | 33 | 35 | 1 | 5 | 3 | 2 | 0 | 1 | 0 | 0 | 0 |
| Investigation, Temp. Comm. of | 35 | 31 | 31 | 34 | 30 | 30 | 1 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Job Development Authority | 10 | 9 | 9 | 10 | 9 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Health & Mental Hygiene Facilities Improvement Corp. | 134 | 224 | 208 | 127 | 201 | 191 | 5 | 16 | 9 | 0 | 2 | 3 | 2 | 5 | 5 |
| NY Higher Education Assistance Corp. | 126 | 127 | 164 | 124 | 127 | 161 | 2 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 |
| Teacher's Retirement System | 175 | 263 | 266 | 173 | 259 | 262 | 2 | 3 | 3 | 0 | 0 | 0 | 0 | 1 | 1 |
| Thruway Authority | 2,391 | 2,431 | 2,435 | 2,328 | 2,371 | 2,378 | 59 | 56 | 55 | 4 | 4 | 2 | 0 | 0 | 0 |

1. Division of Parole included in Correctional Services.
2. Office of Community Affairs employees transferred to the Office for Local Government.
3. Division of Probation reported previously in the Division of Parole.
4. Office of Planning Coordination changed to the Office of Planning Services.
5. July 1, 1971 responsibility for services to institutionalized children transferred from the Social Services Agency to the Division for Youth.
6. "All Agency Total" for 1967 and 1970 reflect the total number of employees in those years, even though agencies since abolished or consolidated are not listed separately in this table, and the agency totals listed for 1967 and 1970 will not sum to the "All Agency Total."

TABLE 3. AGENCIES BY PERCENT MINORITY OF ALL EMPLOYEES; AND TOTAL NUMBER OF EMPLOYEES AND PERCENT MINORITY BY OCCUPATION

| AGENCY | ALL OCCUPATIONS | | LABORERS | | DATA PROCESSORS | | SERVICE WORKERS | | PROTECTIVE SERVICE WORKERS | | OPERATIVES | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | NO. | % | NO. | % | NO. | % | NO. | % | NO. | % | NO. | % |
| Narcotic Addiction Control Commission | 3,947 | 43.0 | 94 | 50.0 | 9 | 0.0 | 157 | 58.0 | 1,470 | 60.7 | 103 | 54.4 |
| Human Rights, Div. of | 248 | 42.0 | 1 | 100.0 | | | | | | | 1 | 0.0 |
| State Insurance Fund | 1,395 | 30.0 | | | 14 | 7.1 | | | | | | |
| Mental Hygiene | 54,181 | 28.0 | 501 | 30.5 | 29 | 0.0 | 34,062 | 37.2 | 594 | 16.8 | 2,685 | 26.2 |
| Arts, Council on the | 73 | 23.0 | | | | | | | | | | |
| Workmen's Comp. Bd. | 1,564 | 22.0 | 25 | 60.0 | 2 | 0.0 | 5 | 20.0 | 11 | 27.3 | 1 | 100.0 |
| Crime Victims Comp. Bd. | 27 | 22.0 | | | | | | | | | | |
| Youth, Div. for | 2,388 | 20.0 | 26 | 3.8 | | | 672 | 25.4 | 168 | 32.1 | 169 | 3.0 |
| Aging, Office for | 18 | 16.0 | | | | | | | | | | |
| Labor Relations Bd. | 80 | 16.0 | 1 | 0.0 | | | | | | | | |
| Housing & Community Renewal, Div. of | 372 | 16.0 | 1 | 100.0 | | | | | | | | |
| Executive Chamber | 209 | 15.0 | 2 | 50.0 | | | | | | | 1 | 100.0 |
| General Services, Office of | 2,655 | 13.0 | 54 | 16.7 | 50 | 4.0 | 811 | 31.3 | 179 | 16.2 | 169 | 7.1 |
| Social Services | 1,453 | 13.0 | 3 | 66.7 | 22 | 0.0 | 2 | 50.0 | | | 1 | 0.0 |
| Planning Services, Office of | 207 | 13.0 | | | 8 | 12.5 | | | | | 1 | 0.0 |
| Div. of Employment | 9,346 | 13.0 | 8 | 25.0 | 53 | 0.0 | 3 | 33.3 | 69 | 49.3 | 33 | 15.2 |
| NYS Identification and Intelligence System | 704 | 12.0 | | | 65 | 1.5 | | | | | | |
| Alcoholic Beverage Control, Div. of | 643 | 12.0 | 2 | 0.0 | | | | | | | 6 | 33.3 |
| Health | 4,175 | 12.0 | 115 | 17.4 | 28 | 0.0 | 819 | 28.6 | 20 | 0.0 | 136 | 14.0 |
| State University of New York | 26,784 | 10.0 | 564 | 23.4 | 371 | 5.9 | 3,701 | 23.1 | 422 | 15.6 | 536 | 7.1 |
| Housing Finance Agency | 39 | 10.0 | | | | | | | | | | |
| Law | 997 | 9.0 | 1 | 0.0 | | | | | | | | |
| Motor Vehicles | 3,378 | 9.0 | 48 | 8.3 | 87 | 2.3 | | | 14 | 35.7 | 7 | 28.6 |
| Military & Naval Affairs, Div. of | 958 | 9.0 | | | 2 | 0.0 | 781 | 10.8 | | | 1 | 0.0 |
| Health & Mental Hygiene Facilities Improvement Corp. | 208 | 8.0 | | | 4 | 0.0 | | | | | | |
| Commerce | 391 | 7.0 | 7 | 0.0 | 4 | 0.0 | | | | | 2 | 0.0 |
| Education | 3,448 | 7.0 | 53 | 13.2 | 46 | 0.0 | 180 | 10.0 | 26 | 3.8 | 26 | 7.7 |
| Labor (Main) | 1,131 | 7.0 | 4 | 50.0 | 4 | 50.0 | | | | | | |
| State | 512 | 7.0 | 7 | 42.9 | 3 | 0.0 | | | | | 2 | 0.0 |
| Taxation & Finance | 5,613 | 7.0 | 103 | 24.3 | 76 | 3.9 | | | | | 27 | 3.7 |
| East Hudson Parkway Authority | 296 | 7.0 | 36 | 2.8 | 2 | 0.0 | 1 | 0.0 | 2 | 0.0 | 145 | 8.3 |
| Banking | 438 | 6.0 | | | 1 | 0.0 | | | | | 1 | 100.0 |
| Civil Service | 873 | 6.0 | 1 | 100.0 | 14 | 0.0 | | | | | 9 | 22.2 |
| Agriculture & Markets | 1,002 | 5.0 | 14 | 7.1 | | | | | | | 3 | 0.0 |

TABLE 3. AGENCIES cont.

| AGENCY | ALL OCCUPATIONS NO. | % | LABORERS NO. | % | DATA PROCESSORS NO. | % | SERVICE WORKERS NO. | % | PROTECTIVE SERVICE WORKERS NO. | % | OPERATIVES NO. | % |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| orrectional Services | 7,743 | 6.0 | 35 | 2.9 | 3 | 0.0 | 141 | 10.6 | 4,653 | 6.3 | 232 | 3.4 |
| rks & Recreation, Office of | 2,996 | 5.0 | 896 | 10.6 | | | 105 | 2.9 | 469 | 4.7 | 459 | 1.3 |
| surance | 693 | 5.0 | | | 5 | 0.0 | | | | | | |
| blic Service | 517 | 5.0 | 3 | 66.7 | | | | | | | | |
| udit & Control | 2,002 | 4.0 | | | 65 | 0.0 | | | | | 2 | 50.0 |
| ocal Government, Office for | 442 | 4.0 | 3 | 0.0 | 32 | 0.0 | | | 14 | 0.0 | 3 | 0.0 |
| blic Employment Relations Board | 56 | 3.0 | | | | | | | | | | |
| eterans' Affairs, Div. of | 183 | 3.0 | | | | | | | | | 1 | 0.0 |
| vestigation, Temp. Comm. of | 31 | 3.0 | | | | | | | | | | |
| obation | 40 | 2.0 | | | | | | | | | | |
| ıruway | 2,435 | 2.0 | 171 | 2.3 | 11 | 0.0 | 1 | 100.0 | | | 499 | 1.2 |
| vironmental Conservation | 2,719 | 1.0 | 546 | 0.2 | 5 | 0.0 | 21 | 4.8 | 378 | 0.0 | 78 | 2.6 |
| dget, Div. of | 257 | 1.0 | | | 6 | 0.0 | | | | | | |
| ansportation | 14,204 | 1.0 | 3,234 | 3.1 | 125 | 4.0 | 51 | 0.0 | | | 2 369 | 1.8 |
| Y Higher Education Assistance Corp. | 164 | 1.0 | | | 11 | 0.0 | | | | | | |
| acher's Retirement System | 266 | 1.0 | | | 29 | 3.4 | 14 | 7.1 | | | | |
| ate Police, Div. of | 3,798 | 1.0 | 10 | 10.0 | 22 | 0.0 | 14 | 0.0 | 3,185 | 0.7 | | |
| idge Authority | 109 | 0.0 | 29 | 0.0 | | | | | | | 40 | 0.0 |
| b Development Authority | 9 | 0.0 | | | | | | | | | | |
| tal Agencies | 168,110 | 16.0 | 6,594 | 9.6 | 1,208 | 3.3 | 41,541 | 34.8 | 11,674 | 13.0 | 7,748 | 12.0 |

TABLE 3. OCCUPATIONS cont.

| AGENCY | CLERICALS NO. | % | CRAFTSMEN NO. | % | TECHNICIANS NO. | % | INVESTIGATORS & INSPECTORS NO. | % | ADMINISTRATORS & PROFESSIONALS NO. | % | BUSINESS MANAGERS NO. | % |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Narcotic Addiction Control Commission | 610 | 38.4 | 145 | 26.9 | 77 | 57.1 | 25 | 36.0 | 1,218 | 24.8 | 39 | 12.8 |
| Human Rights, Div. of | 101 | 51.5 | | | | | 1 | 0.0 | 144 | 36.1 | | |
| State Insurance Fund | 850 | 42.1 | | | | | 71 | 21.1 | 455 | 12.7 | 5 | 0.0 |
| Mental Hygiene | 3,505 | 10.3 | 2,288 | 6.4 | 445 | 24.5 | 11 | 72.7 | 9,771 | 14.1 | 290 | 7.9 |
| Arts, Council on the | 24 | 50.0 | | | | | | | 43 | 11.6 | 6 | 0.0 |
| Workmen's Comp Bd | 938 | 25.1 | | | | | 42 | 23.8 | 540 | 15.9 | | |
| Crime Victims Comp. Bd. | 13 | 39.5 | | | | | 10 | 10.0 | 4 | 0.0 | | |
| Youth, Div. for | 318 | 12.3 | 129 | 6.2 | 4 | 0.0 | | | 888 | 24.9 | 14 | 0.0 |
| Aging, Office for | 9 | 22.2 | | | | | | | 8 | 12.5 | 1 | 0.0 |
| Labor Relations Bd. | 47 | 27.7 | | | | | | | 32 | 0.0 | | |
| Housing & Community Renewal, Div. of | 115 | 33.9 | | | 1 | 0.0 | 25 | 4.0 | 229 | 8.3 | | |
| Executive Chamber | 149 | 16.1 | | | | | | | 58 | 13.8 | | |
| General Services | 470 | 5.1 | 154 | 5.2 | 10 | 0.0 | 12 | 0.0 | 744 | 1.3 | 2 | 0.0 |
| Social Services | 634 | 22.6 | | | | | 3 | 0.0 | 781 | 7.0 | 7 | 0.0 |
| Planning Services, Office of | 62 | 16.1 | | | 4 | 0.0 | | | 128 | 13.3 | 4 | 0.0 |
| Div. of Employment | 4,154 | 13.0 | 8 | 0.0 | 1 | 0.0 | 71 | 9.9 | 4,929 | 10.7 | 17 | 0.0 |
| NYS Identification and Intelligence System | 433 | 13.9 | | | 162 | 17.9 | | | 44 | 0.0 | | |
| Alcoholic Beverage Control Div. of | 281 | 24.5 | 1 | 0.0 | 2 | 0.0 | 183 | 4.9 | 168 | 1.8 | | |
| Health | 977 | 6.3 | 109 | 9.0 | 360 | 14.2 | 57 | 1.8 | 1 505 | 8.9 | 49 | 0.0 |
| State University of New York | 5,454 | 5.7 | 973 | 4.8 | 1,197 | 12.9 | 19 | 0.0 | 12,298 | 9.5 | 249 | 0.4 |
| Housing Finance Agency | 14 | 28.6 | | | | | | | 24 | 0.0 | 1 | 0.0 |
| Law | 400 | 17.7 | 2 | 0.0 | 4 | 0.0 | 58 | 3.4 | 532 | 3.2 | | |
| Motor Vehicles | 2,759 | 10.9 | | | 8 | 0.0 | 223 | 4.0 | 203 | 3.0 | 29 | 0.0 |
| Military & Naval Affairs, Div. of | 117 | 1.7 | | | 8 | 0.0 | 2 | 50.0 | 47 | 0.0 | | |
| Health & Mental Hygiene Facilities Improvement Corp. | 64 | 15.6 | | | | | | | 140 | 5.0 | | |
| Commerce | 193 | 9.8 | | | | | | | 185 | 4.9 | | |
| Education | 1,615 | 10.0 | 78 | 2.6 | 45 | 6.7 | 38 | 0.0 | 1 336 | 4.7 | 5 | 0.0 |
| Labor (Main) | 333 | 17.6 | | | 1 | 0.0 | 599 | 2.5 | 189 | 3.2 | 5 | 0.0 |
| State | 281 | 8.5 | | | | | 110 | 8.2 | 107 | 3.7 | 2 | 0.0 |
| Taxation & Finance | 3,079 | 8.0 | | | 5 | 60.0 | 322 | 12.1 | 1 977 | 4.8 | 24 | 0.0 |
| Tast Hudson Parkway Authority | 68 | 11.8 | 25 | 8.0 | 3 | 0.0 | | | 11 | 0.0 | 3 | 0.0 |
| Banking | 90 | 25.6 | | | | | | | 346 | 2.4 | | |
| Civil Service | 452 | 3.3 | | | 4 | 0.0 | | | 392 | 9.7 | 1 | 0.0 |
| Agriculture & Markets | 195 | 3.1 | 13 | 7.7 | 15 | 6.7 | 573 | 6.6 | 156 | 0.0 | 33 | 0.0 |

TABLE 3, OCCUPATIONS cont.

| AGENCY | CLERICALS NO. | % | CRAFTSMEN NO. | % | TECHNICIANS NO. | % | INVESTIGATORS & INSPECTORS NO. | % | ADMINISTRATORS & PROFESSIONALS NO. | % | BUSINESS MANAGERS NO. | % |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Correctional Services | 824 | 6.4 | 306 | 1.0 | 26 | 0.0 | 4 | 0.0 | 1,135 | 7.4 | 77 | 1.3 |
| Parks & Recreation, Office of | 433 | 4.2 | 372 | 3.8 | 38 | 0.0 | 2 | 0.0 | 218 | 0.9 | 4 | 0.0 |
| Insurance | 219 | 11.4 | | | 6 | 0.0 | | | 453 | 3.1 | 10 | 0.0 |
| Public Service | 140 | 7.9 | | | 29 | 20.7 | 40 | 7.5 | 304 | 3.0 | 1 | 0.0 |
| Audit & Control | 1,388 | 5.0 | | | | | 1 | 0.0 | 546 | 2.9 | | |
| Local Government Office for | 156 | 7.7 | | | 2 | 0.0 | | | 222 | 3.2 | 10 | 0.0 |
| Public Employment Relations Board | 24 | 4.2 | | | | | | | 32 | 3.1 | | |
| Veterans' Affairs, Div. of | 83 | 4.8 | | | | | | | 98 | 3.1 | 1 | 0.0 |
| Investigation, Temp. Comm. of | 7 | 0.0 | | | | | 11 | 9.1 | 13 | 0.0 | | |
| Probation | 18 | 0.0 | | | | | | | 22 | 4.5 | | |
| Thruway | 1,097 | 3.5 | 386 | 1.6 | 35 | 0.0 | 13 | 0.0 | 177 | 1.1 | 45 | 0.0 |
| Environmental Conservation | 435 | 1.1 | 85 | 0.0 | 400 | 1.5 | 33 | 3.0 | 732 | 3.0 | 6 | 0.0 |
| Budget, Div. of | 76 | 3.9 | | | | | | | 175 | 1.1 | | |
| Transportation | 1,303 | 1.5 | 1,883 | 0.9 | 2,148 | 1.2 | 133 | 3.8 | 2,922 | 0.6 | 36 | 2.8 |
| NY Higher Education Assistance Corp. | 149 | 2.0 | | | | | | | 4 | 0.0 | | |
| Teacher's Retirement System | 174 | 1.1 | 2 | 0.0 | | | | | 40 | 0.0 | 7 | 0.0 |
| State Police, Div. of | 420 | 2.4 | 5 | 0.0 | 10 | 0.0 | | | 132 | 0.0 | | |
| Bridge Authority | 40 | 0.0 | | | | | | | | | | |
| Job Development Authority | 4 | 0.0 | | | | | | | 5 | 0.0 | | |
| Total All Agencies | 35,794 | 10.8 | 6,964 | 4.1 | 5,050 | 8.6 | 2,692 | 6.8 | 47,862 | 9.6 | 983 | 3.2 |

TABLE 4. DISTRIBUTION OF STATE EMPLOYEES BY OCCUPATIONAL GROUP

| | 1967 | | 1970 | | 1971 | |
|---|---|---|---|---|---|---|
| | NUMBER | % | NUMBER | % | NUMBER | % |
| TOTAL | 145,082 | 100.0 | 176,815 | 100.0 | 168,110 | 100.0 |
| Laborers | 6,667 | 4.6 | 8,567 | 4.8 | 6,594 | 3.9 |
| Service Workers | 39,536 | 27.3 | 45,884 | 26.1 | 41,541 | 24.8 |
| Protective Service Workers | 9,291 | 6.4 | 12,225 | 6.9 | 11,674 | 6.9 |
| Operatives | 5,112 | 3.5 | 8,108 | 4.6 | 7,748 | 4.6 |
| Craftsmen | 5,915 | 4.1 | 6,066 | 3.4 | 6,964 | 4.1 |
| Clericals | 31,263 | 21.5 | 37,368 | 21.1 | 35,794 | 21.3 |
| Technicians | 3,898 | 2.7 | 5,802 | 3.3 | 5,050 | 3.0 |
| Investigators & Inspectors | 2,940 | 2.0 | 2,573 | 1.5 | 2,692 | 1.6 |
| Data Processors | 431 | 0.3 | 1,094 | 0.6 | 1,208 | 0.7 |
| Business Managers | 0 | - * | 965 | 0.5 | 983 | 0.6 |
| Administrators & Professionals | 40,029 | 27.6 | 48,163 | 27.2 | 47,862 | 28.5 |

*Included in Administrators & Professionals Category in 1967.

## TABLE 5. DISTRIBUTION OF FILLED POSITIONS BY ETHNIC GROUP WITHIN OCCUPATIONS

### LABORERS

| | 1967 NO. | % | 1970 NO. | % | 1971 NO. | % |
|---|---|---|---|---|---|---|
| T | 6,667 | 100.0 | 8,567 | 100.0 | 6,594 | 100.0 |
| W | 6,075 | 91.2 | 7,720 | 90.2 | 5,964 | 90.4 |
| B | 448 | 6.7 | 645 | 7.5 | 489 | 7.4 |
| PR | 124 | 6.8 | 89 | 1.0 | 104 | 1.6 |
| O | 20 | 0.3 | 113 | 1.3 | 37 | 0.6 |

### SERVICE WORKERS

| | 1967 NO. | % | 1970 NO. | % | 1971 NO. | % |
|---|---|---|---|---|---|---|
| T | 39,536 | 100.0 | 45,884 | 100.0 | 41,541 | 100.0 |
| W | 28,540 | 72.3 | 29,947 | 65.3 | 27,127 | 65.2 |
| B | 9,776 | 24.7 | 13,850 | 30.2 | 12,610 | 30.4 |
| PR | 1,004 | 2.5 | 1,792 | 3.9 | 1,517 | 3.7 |
| O | 216 | 0.5 | 295 | 0.6 | 287 | 0.7 |

### PROTECTIVE SERVICE WORKERS

| | 1967 NO. | % | 1970 NO. | % | 1971 NO. | % |
|---|---|---|---|---|---|---|
| T | 9,281 | 100.0 | 12,225 | 100.0 | 11,674 | 100.0 |
| W | 8,656 | 93.2 | 10,384 | 84.9 | 10,152 | 87.0 |
| B | 594 | 6.4 | 1,640 | 13.4 | 1,335 | 11.4 |
| PR | 36 | 0.4 | 182 | 1.5 | 169 | 1.4 |
| O | 5 | -- | 19 | 0.2 | 18 | 0.2 |

### OPERATIVES

| | 1967 NO. | % | 1970 NO. | % | 1971 NO. | % |
|---|---|---|---|---|---|---|
| T | 5,112 | 100.0 | 8,108 | 100.0 | 7,748 | 100.0 |
| W | 4,644 | 91.0 | 7,216 | 89.0 | 6,823 | 88.0 |
| B | 354 | 6.9 | 575 | 7.1 | 625 | 8.1 |
| PR | 100 | 1.9 | 282 | 3.5 | 201 | 2.6 |
| O | 14 | 0.2 | 35 | 0.4 | 99 | 1.3 |

### CRAFTSMEN

| | 1967 NO. | % | 1970 NO. | % | 1971 NO. | % |
|---|---|---|---|---|---|---|
| T | 5,915 | 100.0 | 6,066 | 100.0 | 6,964 | 100.0 |
| W | 5,643 | 95.6 | 5,827 | 96.1 | 6,671 | 95.9 |
| B | 192 | 3.2 | 177 | 2.9 | 221 | 3.1 |
| PR | 75 | 1.2 | 52 | 0.8 | 56 | 0.8 |
| O | 5 | -- | 10 | 0.2 | 16 | 0.2 |

### CLERICALS

| | 1967 NO. | % | 1970 NO. | % | 1971 NO. | % |
|---|---|---|---|---|---|---|
| T | 31,263 | 100.0 | 37,368 | 100.0 | 35,794 | 100.0 |
| W | 28,401 | 90.9 | 33,156 | 88.7 | 31,936 | 89.2 |
| B | 2,577 | 8.2 | 3,669 | 9.8 | 3,364 | 9.4 |
| PR | 222 | 0.7 | 447 | 1.2 | 415 | 1.2 |
| O | 63 | 0.2 | 96 | 0.3 | 79 | 0.2 |

### TECHNICIANS

| 1967 NO. | % | 1970 NO. | % | 1971 NO. | % |
|---|---|---|---|---|---|
| 3,898 | 100.0 | 5,802 | 100.0 | 5,050 | 100.0 |
| 3,586 | 92.1 | 5,307 | 91.5 | 4,618 | 91.4 |
| 169 | 4.3 | 425 | 7.3 | 364 | 7.2 |
| 25 | 0.6 | 37 | 0.6 | 34 | 0.7 |
| 118 | 3.0 | 33 | 0.6 | 34 | 0.7 |

### INVESTIGATORS AND INSPECTORS

| 1967 NO. | % | 1970 NO. | % | 1971 NO. | % |
|---|---|---|---|---|---|
| 2,940 | 100.0 | 2,573 | 100.0 | 2,692 | 100.0 |
| 2,787 | 94.8 | 2,400 | 93.3 | 2,508 | 93.2 |
| 132 | 4.5 | 146 | 5.7 | 153 | 5.7 |
| 18 | 0.6 | 21 | 0.8 | 27 | 1.0 |
| 3 | 0.1 | 6 | 0.2 | 4 | 0.1 |

### DATA PROCESSERS

| 1967 NO. | % | 1970 NO. | % | 1971 NO. | % |
|---|---|---|---|---|---|
| 431 | 100.0 | 1,094 | 100.0 | 1,208 | 100.0 |
| 419 | 97.3 | 1,049 | 95.9 | 1,168 | 96.7 |
| 11 | 2.5 | 36 | 3.3 | 34 | 2.8 |
| -- | -- | 1 | 0.1 | 2 | 0.2 |
| 1 | 0.2 | 8 | 0.7 | 4 | 0.3 |

### BUSINESS MANAGERS

| 1967 NO. | % | 1970 NO. | % | 1971 NO. | % |
|---|---|---|---|---|---|
| * | -- | 965 | 100.0 | 983 | 100.0 |
| | -- | 935 | 96.9 | 951 | 96.8 |
| | -- | 27 | 2.8 | 27 | 2.7 |
| | -- | 2 | 0.2 | 4 | 0.4 |
| | -- | 1 | 0.1 | 1 | 0.1 |

### ADMINISTRATORS AND PROFESSIONALS

| 1967 NO. | % | 1970 NO. | % | 1971 NO. | % |
|---|---|---|---|---|---|
| 40,029 | 100.0 | 48,163 | 100.0 | 47,862 | 100.0 |
| 36,878 | 92.0 | 43,864 | 91.1 | 43,231 | 90.4 |
| 2,266 | 5.7 | 2,891 | 6.0 | 3,159 | 6.6 |
| 173 | 0.4 | 346 | 0.7 | 363 | 0.7 |
| 712 | 1.9 | 1,062 | 2.2 | 1,109 | 2.3 |

### GRAND TOTAL

| 1967 NO. | % | 1970 NO. | % | 1971 NO. | % |
|---|---|---|---|---|---|
| 145,082 | 100.0 | 176,815 | 100.0 | 168,110 | 100.0 |
| 125,629 | 86.6 | 147,805 | 83.7 | 141,149 | 84.0 |
| 16,519 | 11.4 | 24,081 | 13.6 | 22,381 | 13.3 |
| 1,777 | 1.2 | 3,251 | 1.8 | 2,892 | 1.7 |
| 1,157 | 0.8 | 1,678 | 0.9 | 1,688 | 1.0 |

*In 1967 Business Managers were included in Administrators and Professionals Category.

TABLE 6. OCCUPATIONAL DISTRIBUTION OF ETHNIC GROUPS IN 1967 and 1971

| | ETHNIC GROUP | LABORERS | | DATA PROCESSORS | | SERVICE WORKERS | | PROTECTIVE SERVICE WORKERS | | OPERATIVES | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | | No. | % | No. | % | No. | % | No. | % | No. | % |
| 1971 | WHITE | 5,964 | 4.2 | 1,168 | 0.8 | 27,127 | 19.2 | 10,152 | 7.2 | 6,822 | 4.8 |
| 1967 | | 6,075 | 4.8 | 419 | 0.3 | 28,540 | 22.7 | 8,656 | 6.9 | 4,644 | 3.7 |
| 1971 | BLACK | 489 | 2.2 | 34 | 0.2 | 12,610 | 56.3 | 1,335 | 6.0 | 625 | 2.8 |
| 1967 | | 448 | 2.7 | 11 | 0.1 | 9,776 | 59.2 | 594 | 3.6 | 354 | 2.1 |
| 1971 | PUERTO RICAN | 104 | 3.6 | 2 | 0.1 | 1,517 | 52.5 | 169 | 5.8 | 201 | 7.0 |
| 1967 | | 124 | 7.0 | – | – | 1,004 | 56.6 | 36 | 2.0 | 100 | 5.6 |
| 1971 | OTHER MINORITIES | 37 | 2.2 | 4 | 0.2 | 287 | 17.0 | 18 | 1.1 | 99 | 5.9 |
| 1967 | | 20 | 1.7 | 1 | 0.1 | 216 | 18.7 | 5 | 0.4 | 14 | 1.2 |
| 1971 | TOTAL | 6,594 | 3.9 | 1,208 | 0.7 | 41,541 | 24.8 | 11,674 | 6.9 | 7,748 | 4.6 |
| 1967 | | 6,667 | 4.6 | 431 | 0.3 | 39,536 | 27.3 | 9,291 | 6.4 | 5,112 | 3.5 |

TABLE 6. OCCUPATIONAL DISTRIBUTION OF ETHNIC GROUPS IN 1967 and 1971 cont.

| | ETHNIC GROUP | CLERICALS | | CRAFTSMEN | | TECH-NICIANS | | INVESTORS & INSPECTORS | | ADMIN. & PROF. | | BUSINESS MANAGERS | | TOTAL | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | NO. | % | NO. | % | NO. | % | NO. | % | NO. | % | NO. | % | NO. | % |
| 1971 | WHITE | 31,936 | 22.6 | 6,671 | 4.7 | 4,618 | 3.3 | 2,508 | 1.8 | 43,231 | 30.7 | 951 | 0.7 | 141,149 | 100 |
| 1967 | WHITE | 28,401 | 22.6 | 5,643 | 4.5 | 3,586 | 2.9 | 2,787 | 2.2 | 36,878 | 29.4 | * | – | 125,629 | 100 |
| 1971 | BLACK | 3,364 | 15.0 | 221 | 1.0 | 364 | 1.6 | 153 | 0.7 | 3,159 | 14.1 | 27 | 0.1 | 22,381 | 100 |
| 1967 | BLACK | 2,577 | 15.6 | 192 | 1.2 | 169 | 1.0 | 132 | 0.8 | 2,266 | 13.7 | * | – | 16,519 | 100 |
| 1971 | PUERTO RICAN | 415 | 14.3 | 56 | 1.9 | 34 | 1.2 | 27 | 0.9 | 363 | 12.6 | 4 | 0.1 | 2,892 | 100 |
| 1967 | PUERTO RICAN | 222 | 12.5 | 75 | 4.2 | 25 | 1.4 | 18 | 1.0 | 173 | 9.7 | * | – | 1,777 | 100 |
| 1971 | OTHER MINORITIES | 79 | 4.7 | 16 | 0.9 | 34 | 2.0 | 4 | 0.2 | 1,109 | 65.7 | 1 | 0.1 | 1,688 | 100 |
| 1967 | OTHER MINORITIES | 63 | 5.4 | 5 | 0.4 | 118 | 10.2 | 3 | 0.3 | 712 | 61.6 | * | – | 1,157 | 100 |
| 1971 | TOTAL | 35,794 | 21.3 | 6,964 | 4.1 | 5,050 | 3.0 | 2,692 | 1.6 | 47,862 | 28.5 | 983 | 0.6 | 168,110 | 100 |
| 1967 | TOTAL | 31,263 | 21.5 | 5,915 | 4.1 | 3,898 | 2.7 | 2,940 | 2.0 | 40,029 | 27.6 | * | – | 145,082 | 100 |

*In 1967 Business Management personnel were included in Administrative and Professional Categories.

## TABLE 7. DISTRIBUTION BY ETHNIC GROUP WITHIN SALARY GRADE

| | SG | TOTAL NO. | WHITE NO. | WHITE % | BLACK NO. | BLACK % | PUERTO RICAN NO. | PUERTO RICAN % | OTHER MINORITIES NO. | OTHER MINORITIES % |
|---|---|---|---|---|---|---|---|---|---|---|
| | 1-6 | 59,096 | 46,576 | 78.8 | 10,872 | 18.4 | 1,295 | 2.2 | 353 | 0.6 |
| | 7-13 | 43,434 | 38,910 | 89.6 | 4,006 | 9.2 | 349 | 0.8 | 169 | 0.4 |
| 1967 | 14-20 | 28,918 | 27,211 | 94.2 | 1,368 | 4.7 | 97 | 0.3 | 242 | 0.8 |
| | 21-30 | 11,551 | 10,920 | 94.5 | 244 | 2.1 | 34 | 0.3 | 353 | 3.1 |
| | 31-38 | 2,083 | 2,012 | 96.6 | 29 | 1.4 | 2 | 0.1 | 40 | 1.9 |
| | TOTAL | 145,082 | 125,629 | 86.6 | 16,519 | 11.4 | 1,777 | 1.2 | 1,157 | 0.8 |
| | 1-6 | 69,886 | 52,267 | 74.8 | 15,031 | 21.5 | 2,141 | 3.1 | 447 | 0.6 |
| | 7-13 | 52,402 | 45,089 | 86.1 | 6,314 | 12.0 | 786 | 1.5 | 213 | 0.4 |
| 1970 | 14-20 | 35,378 | 32,675 | 92.3 | 2,107 | 6.0 | 221 | 0.6 | 375 | 1.1 |
| | 21-30 | 14,914 | 13,952 | 93.6 | 513 | 3.4 | 66 | 0.4 | 383 | 2.6 |
| | 31-38 | 4,235 | 3,822 | 90.3 | 116 | 2.7 | 37 | 0.9 | 260 | 6.1 |
| | TOTAL | 176,815 | 147,805 | 83.7 | 24,081 | 13.6 | 3,251 | 1.8 | 1,678 | 0.9 |
| | 1-6 | 63,027 | 47,013 | 74.5 | 13,672 | 21.7 | 1,928 | 3.1 | 414 | 0.7 |
| | 7-13 | 51,139 | 44,224 | 86.5 | 6,041 | 11.8 | 655 | 1.3 | 219 | 0.4 |
| 1971 | 14-20 | 36,031 | 33,359 | 92.7 | 2,057 | 5.7 | 228 | 0.6 | 387 | 1.0 |
| | 21-30 | 13,931 | 12,978 | 93.2 | 492 | 3.5 | 59 | 0.4 | 402 | 2.9 |
| | 31-38 | 3,982 | 3,575 | 89.8 | 119 | 3.0 | 22 | 0.6 | 266 | 6.6 |
| | TOTAL | 168,110 | 141,149 | 84.0 | 22,381 | 13.3 | 2,892 | 1.7 | 1,688 | 1.0 |

## TABLE 8. DISTRIBUTION BY SALARY GRADE WITHIN ETHNIC GROUP

| SG | TOTAL NO. | WHITE NO. | WHITE % | BLACK NO. | BLACK % | PUERTO RICAN NO. | PUERTO RICAN % | OTHER MINORITIES NO. | OTHER MINORITIES % |
|---|---|---|---|---|---|---|---|---|---|
| 1-6 | 59,096 | 46,576 | 37.0 | 10,872 | 65.7 | 1,295 | 72.9 | 353 | 30.5 |
| 7-13 | 43,434 | 38,910 | 31.0 | 4,006 | 24.3 | 349 | 19.6 | 169 | 14.6 |
| 14-20 | 28,918 | 27,211 | 21.7 | 1,368 | 8.3 | 97 | 5.5 | 242 | 20.9 |
| 21-30 | 11,551 | 10,920 | 8.7 | 244 | 1.5 | 34 | 1.9 | 353 | 30.5 |
| 31-38 | 2,083 | 2,012 | 1.6 | 29 | 0.2 | 2 | 0.1 | 40 | 3.5 |
| TOTAL | 145,082 | 125,629 | 100.0 | 16,519 | 100.0 | 1,777 | 100.0 | 1,157 | 100.0 |
| 1-6 | 69,886 | 52,267 | 35.4 | 15,031 | 62.5 | 2,141 | 65.9 | 447 | 26.6 |
| 7-13 | 52,402 | 45,089 | 30.5 | 6,314 | 26.3 | 786 | 24.2 | 213 | 12.8 |
| 14-20 | 35,378 | 32,675 | 22.1 | 2,107 | 8.7 | 221 | 6.8 | 375 | 22.3 |
| 21-30 | 14,914 | 13,952 | 9.4 | 513 | 2.1 | 66 | 2.0 | 383 | 22.8 |
| 31-38 | 4,235 | 3,822 | 2.6 | 116 | 0.4 | 37 | 1.1 | 260 | 15.5 |
| TOTAL | 176,815 | 147,805 | 100.0 | 24,081 | 100.0 | 3,251 | 100.0 | 1,678 | 100.0 |
| 1-6 | 63,027 | 47,013 | 33.3 | 13,672 | 61.1 | 1,928 | 66.7 | 414 | 24.5 |
| 7-13 | 51,139 | 44,224 | 31.4 | 6,041 | 27.0 | 655 | 22.6 | 219 | 13.0 |
| 14-20 | 36,031 | 33,359 | 23.6 | 2,057 | 9.2 | 228 | 7.9 | 387 | 22.9 |
| 21-30 | 13,931 | 12,978 | 9.2 | 492 | 2.2 | 59 | 2.0 | 402 | 23.8 |
| 31-38 | 3,982 | 3,575 | 2.5 | 119 | 0.5 | 22 | 0.8 | 266 | 15.8 |
| TOTAL | 168,110 | 141,149 | 100.0 | 22,381 | 100.0 | 2,892 | 100.0 | 1,688 | 100.0 |

TABLE 9. DISTRIBUTION OF STATE EMPLOYEES (EXCLUDING SUNY*) BY JURISDICTIONAL CLASS

| | 1967 | | 1970 | | 1971 | |
|---|---|---|---|---|---|---|
| | NUMBER | % | NUMBER | % | NUMBER | % |
| **TOTAL** | 124,292 | 100.0 | 149,986 | 100.0 | 141,326 | 100.0 |
| Competitive Permanent | 90,185 | 72.5 | 101,507 | 67.7 | 98,259 | 69.5 |
| Competitive Other | 5,552 | 4.5 | 4,945 | 3.3 | 3,129 | 2.2 |
| Provisional | *Included in Comp. Other in '67* | | 8,051 | 5.4 | 6,719 | 4.8 |
| Non-Competitive | 17,077 | 13.7 | 21,244 | 14.2 | 19,051 | 13.5 |
| Exempt | 2,093 | 1.7 | 2,293 | 1.5 | 1,376 | 1.0 |
| Labor | 5,724 | 4.6 | 7,567 | 5.0 | 6,983 | 4.9 |
| Unclassified | 64 | 0.1 | 269 | 0.2 | 302 | 0.2 |
| Other | 3,597 | 2.9 | 4,110 | 2.7 | 5,507 | 3.9 |

*Jurisdictional classes for SUNY are not directly comparable, and are covered in the SUNY section, Appendix A of this report.

TABLE 10. DISTRIBUTION OF ETHNIC GROUPS WITHIN JURISDICTIONAL CLASS (Excludes SUNY)

| | 1967 | | 1970 | | 1971 | | Change 67-71 | | Change 70-71 | |
|---|---|---|---|---|---|---|---|---|---|---|
| | NO. | % | NO. | % | NO. | % | NO. | % | NO. | % |
| COMP-PERM | 90,185 | 100.0 | 101,507 | 100.0 | 98,259 | 100.0 | + 8,074 | + 9.0 | - 3,248 | - 3.2 |
| White | 75,740 | 84.0 | 83,500 | 82.2 | 81,127 | 82.6 | + 5,387 | + 7.1 | - 2 373 | - 2.8 |
| Black | 12,625 | 14.0 | 15,795 | 15.6 | 14,966 | 15.2 | + 2,341 | + 18.5 | - 829 | - 5.2 |
| Puerto Rican | 1,244 | 1.4 | 1,647 | 1.6 | 1,600 | 1.6 | + 356 | + 28.6 | - 47 | - 2.8 |
| Other Minorities | 576 | 0.6 | 565 | 0.6 | 566 | 0.6 | - 10 | - 1.7 | + 1 | + 1.7 |
| COMP-OTHER | 5,552 | 100.0 | 4,945 | 100.0 | 3,129 | 100.0 | + 4,296 | + 77.4 | - 1,816 | - 32.7 |
| White | 4,694 | 84.6 | 3,823 | 77.3 | 2,596 | 83.0 | + 2,308 | + 62.0 | - 1,227 | - 32.1 |
| Black | 763 | 13.7 | 938 | 19.0 | 447 | 14.3 | + 1,139 | +149.3 | - 491 | - 52.3 |
| Puerto Rican | 76 | 1.4 | 138 | 2.8 | 58 | 1.9 | + 175 | +230.3 | - 80 | - 58.0 |
| Other Minorities | 19 | 0.3 | 46 | 0.9 | 28 | 0.8 | + 74 | +389.5 | - 18 | - 39.1 |
| PROVISIONAL | --- | --- | 8,051 | 100.0 | 6,719 | 100.0 | *Comp.-other incs.* | | - 1,332 | - 16.5 |
| White | --- | --- | 5,903 | 73.4 | 5,006 | 74.5 | *Prov. in 1967* | | - 897 | - 15.2 |
| Black | --- | --- | 1,764 | 21.9 | 1,455 | 21.7 | *Above change figs.* | | - 309 | - 17.5 |
| Puerto Rican | --- | --- | 291 | 3.6 | 193 | 2.9 | *are on composite.* | | - 98 | - 33.7 |
| Other Minorities | --- | --- | 93 | 1.1 | 65 | 0.9 | | | - 28 | - 30.1 |
| NON-COMP | 17,077 | 100.0 | 21,244 | 100.0 | 19,051 | 100.0 | + 1,974 | + 11.6 | - 2 193 | - 10.3 |
| White | 15,331 | 89.8 | 17,838 | 84.0 | 15,995 | 84.0 | + 664 | + 4.3 | - 1,843 | - 10.3 |
| Black | 1,317 | 7.7 | 2,385 | 11.2 | 2,158 | 11.3 | + 841 | + 63.8 | - 227 | - 9.5 |
| Puerto Rican | 292 | 1.7 | 665 | 3.1 | 554 | 2.9 | + 262 | + 89.7 | - 111 | - 16.7 |
| Other Minorities | 137 | 0.8 | 356 | 1.7 | 344 | 1.8 | + 207 | +151.1 | - 12 | - 3.4 |
| EXEMPT | 1,072 | 100.0 | 1,296 | 100.0 | 1,376 | 100.0 | + 304 | + 28.4 | + 80 | + 6.2 |
| White | 1,005 | 93.7 | 1,202 | 92.7 | 1,150 | 83.5 | + 145 | + 14.4 | - 52 | - 4.3 |
| Black | 63 | 5.9 | 86 | 6.6 | 177 | 13.0 | + 114 | +181.0 | + 91 | +105.8 |
| Puerto Rican | 4 | 0.4 | 6 | 0.5 | 30 | 2.1 | + 26 | +650.0 | + 24 | +400 |
| Other Minorities | 0 | --- | 2 | 0.2 | 19 | 1.4 | + 19 | --- | + 17 | +850.0 |
| LABOR | 5,724 | 100.0 | 7,567 | 100.0 | 6,983 | 100.0 | + 1,259 | + 21.9 | - 584 | - 7.7 |
| White | 5,135 | 89.7 | 6,427 | 84.9 | 5,930 | 84.9 | + 795 | + 15.5 | - 497 | - 7.7 |
| Black | 537 | 9.4 | 845 | 11.2 | 819 | 11.7 | + 282 | + 52.5 | - 26 | - 3.1 |
| Puerto Rican | 42 | 0.7 | 262 | 3.5 | 209 | 3.0 | + 167 | +397.6 | - 53 | - 20.2 |
| Other Minorities | 10 | 0.2 | 33 | 0.4 | 25 | 0.4 | + 15 | +150.0 | - 8 | - 24.2 |
| UNCLASSIFIED | 64 | 100.0 | 269 | 100.0 | 302 | 100.0 | + 238 | +371.9 | + 33 | + 12.3 |
| White | 58 | 90.6 | 261 | 97.0 | 288 | 95.4 | + 230 | +396.6 | + 27 | + 10.3 |
| Black | 6 | 9.4 | 6 | 2.2 | 9 | 3.0 | + 3 | + 50.0 | + 3 | + 50.0 |
| Puerto Rican | 0 | --- | 1 | 0.4 | 0 | --- | 0 | --- | - 1 | - 100.0 |
| Other Minorities | 0 | --- | 1 | 0.4 | 5 | 1.6 | + 5 | --- | + 4 | +400.0 |

TABLE 10. DISTRIBUTION OF ETHNIC GROUPS WITHIN JURISDICTIONAL CLASS (Excludes SUNY) cont.

| | 1967 | | 1970 | | 1971 | | Change 67-71 | | Change 70-71 | |
|---|---|---|---|---|---|---|---|---|---|---|
| | NO. | % | NO. | % | NO. | % | NO. | % | NO. | % |
| OTHER | 4,618 | 100.0 | 5,108 | 100.0 | 5,507 | 100.0 | + 889 | + 19.3 | + 399 | + 7.8 |
| White | 4,475 | 96.9 | 4,738 | 92.8 | 5,159 | 93.7 | + 684 | + 15.3 | + 421 | + 8.9 |
| Black | 84 | 1.8 | 262 | 5.1 | 258 | 4.7 | + 174 | +207.1 | - 4 | - 1.5 |
| Puerto Rican | 23 | 0.5 | 77 | 1.5 | 61 | 1.1 | + 38 | +165.2 | - 16 | - 20.7 |
| Other Minorities | 36 | 0.8 | 31 | 0.6 | 29 | 0.5 | - 7 | - 19.4 | - 2 | - 6.5 |
| TOTAL | 124,292 | 100.0 | 149,987 | 100.0 | 141,326 | 100.0 | +17,034 | + 13.7 | - 8,661 | - 5.8 |
| White | 106,438 | 85.6 | 123,692 | 82.5 | 117,251 | 83.0 | +10,813 | + 10.2 | - 6,441 | - 5.2 |
| Black | 15,395 | 12.4 | 22,081 | 14.7 | 20,289 | 14.4 | + 4,894 | + 31.8 | - 1,792 | - 8.8 |
| Puerto Rican | 1,681 | 1.4 | 3,087 | 2.1 | 2,705 | 1.9 | + 1,024 | + 60.9 | - 382 | - 12.4 |
| Other Minorities | 778 | 0.6 | 1,127 | 0.7 | 1,081 | 0.7 | + 303 | + 38.5 | - 46 | - 4.1 |

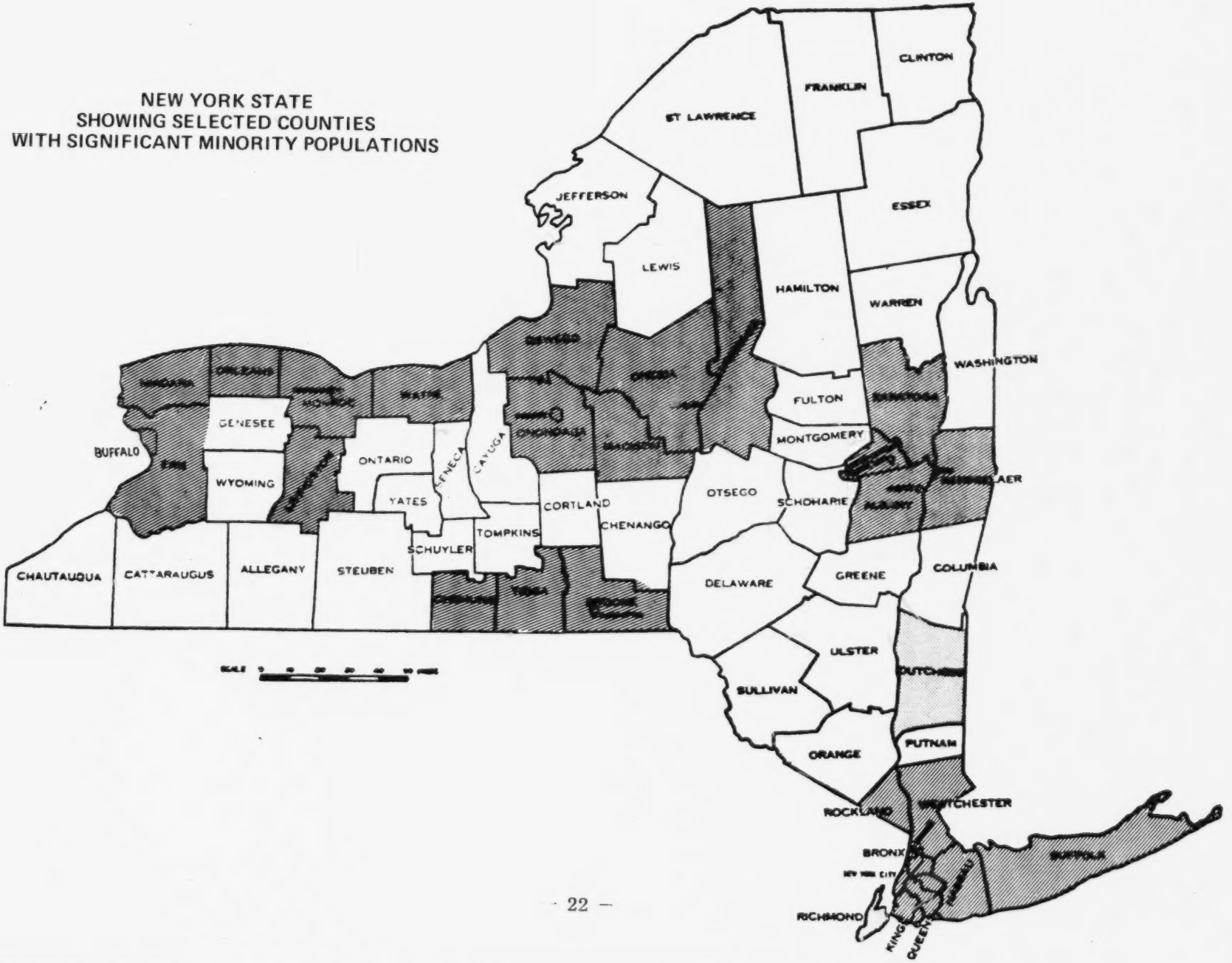
Table 11

STATE EMPLOYEES BY ETHNIC GROUP WITHIN SELECTED COUNTIES

1971

| | Minority % of 1970 Population Census | Total No. | WHITE No. | % | BLACK No. | % | PUERTO RICAN No. | % | OTHER MINORITIES No. | % |
|---|---|---|---|---|---|---|---|---|---|---|
| STATE TOTAL | 13.1 | 168,110 | 141,149 | 84.0 | 22,381 | 13.3 | 2,892 | 1.7 | 1,688 | 1.0 |
| TOTAL | 5.2 | 36,065 | 34,613 | 96.0 | 1,278 | 3.5 | 32 | 0.1 | 142 | 0.4 |
| Albany | 9.7 | 34,854 | 33,410 | 95.9 | 1,271 | 3.6 | 31 | 0.1 | 142 | 0.4 |
| Rensselaer | 2.8 | 216 | 216 | 100.0 | 0 | --- | 0 | --- | 0 | --- |
| Saratoga | 1.1 | 849 | 843 | 99.3 | 5 | 0.6 | 1 | 0.1 | 0 | --- |
| Schenectady | 2.6 | 146 | 144 | 98.6 | 2 | 1.4 | 0 | --- | 0 | --- |
| TOTAL | 25.4 | 30,714 | 17,804 | 57.3 | 11,144 | 36.3 | 1,516 | 4.9 | 450 | 1.5 |
| New York | 29.5 | 16,076 | 10,853 | 67.6 | 4,264 | 26.5 | 857 | 5.3 | 102 | 0.6 |
| Queens | 14.8 | 3,955 | 1,594 | 40.3 | 2,163 | 54.7 | 119 | 3.0 | 79 | 2.0 |
| Bronx | 26.6 | 2,368 | 1,085 | 45.8 | 971 | 41.0 | 289 | 12.2 | 23 | 1.0 |
| Kings | 26.7 | 5,148 | 2,640 | 51.3 | 2,138 | 41.5 | 143 | 2.8 | 227 | 4.4 |
| Richmond | 6.0 | 3,167 | 1,432 | 45.2 | 1,608 | 50.8 | 108 | 3.4 | 19 | 0.6 |
| TOTAL | 5.1 | 18,297 | 14,115 | 77.2 | 3,043 | 16.6 | 861 | 4.7 | 278 | 1.5 |
| Nassau | 5.0 | 2,454 | 2,191 | 89.3 | 244 | 9.9 | 17 | 0.7 | 2 | 0.1 |
| Suffolk | 5.2 | 15,843 | 11,924 | 75.3 | 2,799 | 17.7 | 844 | 5.3 | 276 | 1.7 |
| TOTAL | 9.3 | 8,591 | 5,755 | 67.0 | 2,476 | 38.8 | 245 | 2.9 | 115 | 1.3 |
| Rockland | 6.2 | 5,575 | 3,368 | 60.4 | 1,896 | 34.0 | 201 | 3.6 | 110 | 2.0 |
| Westchester | 10.2 | 3,016 | 2,387 | 79.1 | 580 | 19.2 | 44 | 1.5 | 5 | 0.2 |
| TOTAL Dutchess | 7.2 | 7,924 | 6,990 | 88.3 | 881 | 11.1 | 19 | 0.2 | 34 | 0.4 |
| TOTAL | 1.9 | 4,456 | 4,358 | 97.3 | 67 | 1.5 | 13 | 0.3 | 38 | 0.9 |
| Broome | 1.4 | 3,679 | 3,575 | 97.2 | 53 | 1.4 | 13 | 0.4 | 38 | 1.0 |
| Chemung | 3.6 | 696 | 682 | 98.0 | 14 | 2.0 | 0 | --- | 0 | --- |
| Tioga | 0.9 | 81 | 81 | 100.0 | 0 | --- | 0 | --- | 0 | --- |
| TOTAL | 8.0 | 22,917 | 20,309 | 88.5 | 2,167 | 9.5 | 82 | 0.4 | 359 | 1.6 |
| Erie | 9.6 | 13,811 | 12,048 | 87.2 | 1,409 | 10.2 | 53 | 0.4 | 301 | 2.2 |
| Livingston | 2.3 | 2,150 | 2,113 | 98.3 | 16 | 0.7 | 6 | 0.3 | 15 | 0.7 |
| Monroe | 7.9 | 4,440 | 3,722 | 83.8 | 666 | 15.0 | 18 | 0.4 | 34 | 0.8 |
| Niagara | 5.0 | 741 | 718 | 96.9 | 22 | 3.0 | 0 | --- | 1 | 0.1 |
| Orleans | 5.5 | 192 | 185 | 96.4 | 7 | 3.6 | 0 | --- | 0 | --- |
| Wayne | 0.6 | 1,583 | 1,523 | 96.2 | 47 | 3.0 | 5 | 0.3 | 8 | 0.5 |
| TOTAL | 3.7 | 13,939 | 13,212 | 94.8 | 605 | 4.3 | 23 | 0.2 | 99 | 0.7 |
| Herkimer | 0.2 | 144 | 144 | 100.0 | 0 | --- | 0 | --- | 0 | --- |
| Madison | 0.9 | 501 | 499 | 99.6 | 1 | 0.2 | 0 | --- | 1 | 0.2 |
| Oneida | 3.1 | 6,312 | 6,135 | 97.2 | 150 | 2.4 | 3 | --- | 24 | 0.4 |
| Onondaga | 5.7 | 5,754 | 5,227 | 90.8 | 441 | 7.7 | 17 | 0.3 | 69 | 1.2 |
| Oswego | 0.5 | 1,228 | 1,207 | 98.3 | 13 | 1.1 | 3 | 0.2 | 5 | 0.4 |
| TOTAL—Remaining Counties | 2.4 | 25,207 | 24,213 | 96.1 | 720 | 2.9 | 101 | 0.4 | 173 | 0.6 |

NEW YORK STATE
SHOWING SELECTED COUNTIES
WITH SIGNIFICANT MINORITY POPULATIONS



## APPENDIX

## THE STATE UNIVERSITY SECTION
## 1971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## 1971
## STATE UNIVERSITY OF NEW YORK
## BACKGROUND

The State University of New York was created by act of the 1948 Legislature as a corporate entity within the State Education Department to develop and administer a state-supported system of higher education for the youth of the State.

General provisions require that the State University shall include such geographically distributed and expanded facilities as will, in conjunction with existing public and private institutions, provide a comprehensive and adequate program of higher education.

The State University of New York is headed by the Chancellor of the State University. He is appointed by the Board of Trustees. The Board, in turn, is made up of fifteen members who are appointed by the Governor with the advice and consent of the Senate. The Board of Trustees is charged with the responsibility of governing the State University system. On broad questions, such as Master Planning, Trustees work in conjunction with the Board of Regents.

The State University today is made up of 72 colleges and centers, including five Statutory Colleges at which the administration is shared with private Universities, and 38 Community Colleges which are locally sponsored.

This survey includes only those 29 institutions which are directly subject to the University Trustees; excluded are institutions governed by local boards of control, namely: the Community Colleges, the Urban Centers operated through those colleges, and the Statutory Colleges.

The University Centers and Colleges which are included in this survey are as follows:

**UNIVERSITY CENTERS**

Albany
Buffalo
Binghamton
Stony Brook

**COLLEGES**

Brockport
Buffalo
Cortland
Empire State
Fredonia
Geneseo
Herkimer-Rome-Utica
New Paltz
Old Westbury
Oneonta
Oswego
Plattsburgh
Potsdam
Purchase

**MEDICAL CENTERS**

Downstate Medical Center — Brooklyn
Upstate Medical Center — Syracuse

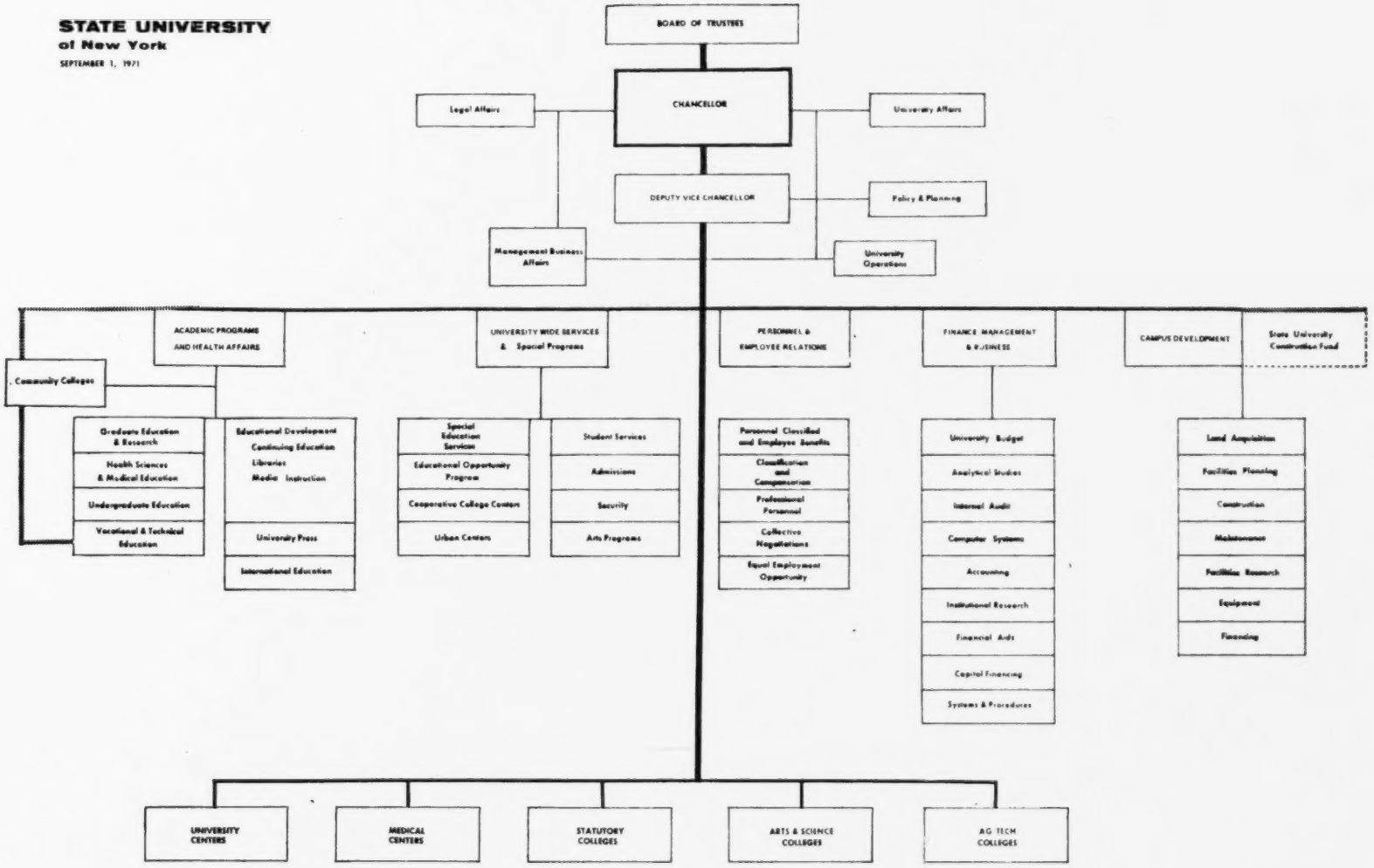
**SPECIALIZED COLLEGES**

College of Forestry — Syracuse
College of Maritime — Bronx
College of Optometry — Manhattan

**AGRICULTURAL AND TECHNICAL COLLEGES**

Alfred
Canton
Cobleskill
Delhi
Farmingdale
Morrisville

**STATE UNIVERSITY**
**of New York**
SEPTEMBER 1, 1971



STATE UNIVERSITY OF NEW YORK

DISTRIBUTION OF POSITIONS BY ETHNIC GROUP -- 1967-1971

TABLE #1

| YEAR | TOTAL NUMBER EMPLOYEES (All Classes) | | WHITE | | BLACK | | PUERTO RICANS | | OTHER | |
|---|---|---|---|---|---|---|---|---|---|---|
| | No. | % | No. | % | No. | % | No. | % | No. | % |
| 1967 | 20,790 | 100. | 19,191 | 92.3 | 1,124 | 5.4 | 96 | .4 | 379 | 1.9 |
| 1970 | 26,829 | 100. | 24,113 | 89.9 | 2,000 | 7.5 | 164 | .6 | 552 | 2.1 |
| 1971 | 26,784 | 100. | 23,898 | 89.2 | 2,092 | 7.8 | 187 | .7 | 607 | 2.3 |

DISTRIBUTION OF POSITIONS IN JURISDICTIONAL CLASSES BY ETHNIC GROUP – 1971

TABLE #1-A

| | TOTALS | | WHITE | | BLACK | | PUERTO RICANS | | OTHER | |
|---|---|---|---|---|---|---|---|---|---|---|
| | No. | % | No. | % | No. | % | No. | % | No. | % |
| Classified | 12,373 | 46.2 | 10,724 | 44.9 | 1,456 | 69.6 | 120 | 64.2 | 73 | 12.0 |
| Unclassified | 3,131 | 11.7 | 2,904 | 12.1 | 177 | 8.5 | 14 | 7.5 | 36 | 5.9 |
| Non-Statutory | 11,280 | 42.1 | 10,270 | 43.0 | 459 | 21.9 | 53 | 28.3 | 498 | 82.0 |
| TOTAL | 26,784 | 100.0 | 23,898 | 100.0 | 2,092 | 100.0 | 187 | 100.0 | 607 | 100.0 |

## ETHNIC GROUP TOTALS — 1967-1971 (Table #1)

The Black percentage of the SUNY work force increased from 5.4% in 1967 to 7.8% in 1971; the Puerto Rican percentage increased from .4% to .7%. These percentages remain lower than the proportion of these groups in the State population at large; however, the increase reflects an 86% increase for Blacks and a 95% increase for Puerto Ricans, as opposed to a 25% increase for Whites. Moreover, between 1970 and 1971, a period of budgetary cutbacks, the numbers of both Blacks and Puerto Ricans continued to increase (Blacks by 5%, Puerto Ricans by 14%), whereas the number of Whites decreased by .9%.

Viewed another way, of the total increase between 1967 and 1971 of 5,994 employees, Blacks accounted for 16%, Puerto Ricans 1.5%. Whites 79%, and Others 4%. This may be compared with the approximate proportions of the New York State population for these groups which are, respectively 10%, 5%, 84% and 1%.

## ETHNIC GROUP AND JURISDICTIONAL CLASSIFICATION — 1971 (Table #1-A)

For purposes of reporting positions for this survey, three jurisdictional classifications were used by the University. These classifications are the Classified Service, the Unclassified Service and Non-Statutory positions. For the definition of these classifications see the explanatory note on page 36 of this Appendix.

Blacks and Puerto Ricans are employed predominantly in the Classified category (69.6% of Blacks, 64.2% of Puerto Ricans), which includes mainly the non-professional service. Whites are employed fairly evenly in the Classified and the Non-statutory categories (the latter of which includes about 95% professional and 5% non-professional positions), with a smaller percentage in the Unclassified category (which includes only professional positions).

## MALE/FEMALE RATIOS — 1967-1971 (Table #2)

The survey conducted in 1971 shows no substantial change in the distribution of positions between the Sexes for Whites. The distribution ratio among White employees is still 59.7% Male, and 40.3% Female. Although, in the White group, female employees decreased between 1970 and 1971 for a total of 295 positions, the ratio does not differ significantly from that of 1970.

The Black ratio is 44.7% Male to 55.3% Female. The proportion of females has increased from 49.5% in 1967, while the proportion of males has decreased from 50.5% in 1967.

The Puerto Rican and Other Minority groups showed an increase in positions in both sexes, with the distribution of positions remaining about the same: 73.5% Males and 26.5% Females.

TABLE #2 DISTRIBUTION OF POSITIONS BY SEX AND ETHNIC GROUP

| YEAR | TOTAL | WHITE | | BLACK | | PUERTO RICAN | | OTHER | |
|---|---|---|---|---|---|---|---|---|---|
| | | Male | Female | Male | Female | Male | Female | Male | Female |
| 1967 | 20,790 | 11,473 | 7,718 | 568 | 556 | 81 | 15 | 293 | 86 |
| 1970 | 26,829 | 14,199 | 9,914 | 913 | 1,087 | 119 | 45 | 405 | 147 |
| 1971 | 26,784 | 14,279 | 9,619 | 935 | 1,157 | 131 | 56 | 446 | 161 |

STATE UNIVERSITY OF NEW YORK

DISTRIBUTION OF POSITIONS
WITHIN
OCCUPATIONAL GROUPS AND BY ETHNIC GROUP – 1971

TABLE#3

| | WHITE | | | BLACK | | | PUERTO RICAN | | | OTHER MINORITIES | | | TOTALS | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Occupation | Number | % of Ethnic Group | % of Occup Group | Number | % of Ethnic Group | % of Occup Group | Number | % of Ethnic Group | % of Occup Group | Number | % of Ethnic Group | % of Occup Group | Number | % of Total |
| Administrators & Professionals | 12,038 | 50.4 | 91.0 | 651 | 31.1 | 5.0 | 61 | 32.6 | .5 | 546 | 90.0 | 4.0 | 13,296 | 49.6 |
| Laborers | 432 | 1.8 | 77.0 | 123 | 5.9 | 22.0 | 3 | 1.6 | .5 | 6 | 1.0 | 1.0 | 564 | 2.1 |
| Data Processors | 349 | 1.4 | 94.0 | 19 | 0.9 | 5.0 | 2 | 1.1 | .5 | 1 | 0.2 | .3 | 371 | 1.4 |
| Service Workers | 2,845 | 11.9 | 77.0 | 755 | 36.1 | 20.0 | 76 | 40.6 | 2.0 | 25 | 4.0 | .7 | 3,701 | 13.8 |
| Protective Service Workers | 356 | 1.5 | 84.0 | 59 | 2.8 | 14.0 | 4 | 2.1 | .9 | 3 | 0.5 | .9 | 422 | 1.6 |
| Operatives | 498 | 2.1 | 93.0 | 33 | 1.6 | 6.0 | 5 | 2.7 | .9 | 0 | – | 0 | 536 | 2.0 |
| Clericals | 5,144 | 21.5 | 94.0 | 278 | 13.3 | 5.0 | 22 | 11.8 | .4 | 12 | 2.0 | .2 | 5,456 | 20.4 |
| Craftsmen | 926 | 3.9 | 95.0 | 39 | 1.9 | 4.0 | 6 | 3.2 | .6 | 2 | .3 | .2 | 973 | 3.6 |
| Technicians | 1,043 | 4.4 | 87.0 | 134 | 6.4 | 11.0 | 8 | 4.3 | 8.0 | 12 | 2.0 | 1.0 | 1,197 | 4.5 |
| Investigators & Inspectors | 19 | 0.1 | 100.0 | 0 | – | 0 | 0 | – | 0 | 0 | – | 0 | 19 | 0.1 |
| Business Managers | 248 | 1.0 | 99.6 | 1 | 0.0 | .4 | 0 | – | 0 | 0 | – | 0 | 249 | 0.9 |
| TOTALS | 23,898 | 100.0 | 89.2 | 2,092 | 100.0 | 7.8 | 187 | 100.0 | 1.0 | 607 | 100.0 | 2.3 | 26,784 | 100.0 |

STATE UNIVERSITY OF NEW YORK

PERCENTAGES OF ETHNIC GROUPS EMPLOYED IN
THREE OCCUPATIONAL CATEGORIES FOR 1967 and 1971

TABLE #3-A

| | | 1967 | 1971 |
|---|---|---|---|
| WHITE | Custodian, Maintenance and Service | 21% | 18% |
| | Professional and Technical | 56 | 61 |
| | Clerical and Secretarial | 23 | 22 |
| BLACK | Custodian, Maintenance and Service | 43 | 47 |
| | Professional and Technical | 42 | 40 |
| | Clerical and Secretarial | 14 | 13 |
| PUERTO RICAN | Custodian, Maintenance and Service | 64 | 48 |
| | Professional and Technical | 24 | 41 |
| | Clerical and Secretarial | 13 | 12 |
| OTHER MINORITIES | Custodian, Maintenance and Service | 4 | 6 |
| | Professional and Technical | 93 | 93 |
| | Clerical and Secretarial | 3 | 2 |

NOTE: Administrators, Professionals and Technicians were combined in one category for this table.

STATE UNIVERSITY OF NEW YORK

DISTRIBUTION OF POSITIONS IN SALARY GRADE RANGES AND BY ETHNIC GROUP

TABLE #4

| | SG | TOTAL NO. | WHITE NO. | % | BLACK NO. | % | PUERTO RICAN NO. | % | OTHER MINORITIES NO. | % |
|---|---|---|---|---|---|---|---|---|---|---|
| 1967 | 1-6 | 7,103 | 6,230 | 32.5 | 774 | 68.8 | 71 | 73.9 | 28 | 7.4 |
| | 7-13 | 4,105 | 3,848 | 20.1 | 202 | 18.0 | 19 | 19.8 | 36 | 9.5 |
| | 14-20 | 4,339 | 4,106 | 21.4 | 104 | 9.3 | 4 | 4.2 | 125 | 33.0 |
| | 21-30 | 4,382 | 4,171 | 21.6 | 41 | 3.6 | 2 | 2.1 | 168 | 44.3 |
| | 31-38 | 861 | 836 | 4.4 | 3 | 0.3 | – | – | 22 | 5.8 |
| | GRAND TOTAL | 20,790 | 19,191 | 100.0 | 1,124 | 100.0 | 96 | 100.0 | 379 | 100.0 |
| 1970 | 1-6 | 7,521 | 6,342 | 26.3 | 1,049 | 52.4 | 93 | 56.7 | 37 | 6.7 |
| | 7-13 | 6,349 | 5,795 | 24.1 | 467 | 23.3 | 35 | 21.3 | 52 | 9.4 |
| | 14-20 | 5,904 | 5,397 | 22.4 | 312 | 15.6 | 22 | 13.4 | 173 | 31.4 |
| | 21-30 | 5,841 | 5,435 | 22.5 | 149 | 7.5 | 13 | 7.9 | 244 | 44.2 |
| | 31-38 | 1,211 | 1,144 | 4.7 | 23 | 1.2 | 1 | 0.6 | 46 | 8.3 |
| | GRAND TOTAL | 26,829 | 24,113 | 100.0 | 2,000 | 100.0 | 164 | 100.0 | 552 | 100.0 |
| 1971 | 1-6 | 7,288 | 6,157 | 25.8 | 1,005 | 48.0 | 96 | 51.3 | 30 | 4.9 |
| | 7-13 | 7,119 | 6,366 | 26.6 | 621 | 29.7 | 43 | 23.0 | 89 | 14.7 |
| | 14-20 | 6,369 | 5,853 | 24.5 | 290 | 13.9 | 32 | 17.1 | 194 | 32.0 |
| | 21-30 | 4,957 | 4,532 | 19.0 | 146 | 7.0 | 15 | 8.0 | 264 | 43.5 |
| | 31-38 | 1,051 | 990 | 4.1 | 30 | 1.4 | 1 | 0.5 | 30 | 4.9 |
| | GRAND TOTAL | 26,784 | 23,898 | 100.0 | 2,092 | 100.0 | 187 | 100.0 | 607 | 100.0 |

STATE UNIVERSITY OF NEW YORK

PERCENTAGE OF ETHNIC GROUP NET INCREASES (1967-1971)
OCCURRING IN THE VARIOUS SALARY GRADE RANGES
TABLE #4-A

| ETHNIC GROUP | INCREASE ALL GRADES | % G 1-6 | % G 7-13 | % G 14-20 | % G 21-30 | % G 31-38 |
|---|---|---|---|---|---|---|
| WHITE | 4,707 | 0 | 52.7 | 36.5 | 7.6 | 3.2 |
| BLACK | 968 | 23.9 | 43.3 | 19.2 | 10.9 | 2.8 |
| PUERTO RICAN | 91 | 27.5 | 26.4 | 30.8 | 14.3 | 1.1 |
| OTHER MINORITIES | 228 | 0.9 | 23.3 | 30.3 | 42.1 | 3.5 |
| ALL EMPLOYEES | 5,994 | 3.1 | 50.3 | 33.9 | 9.6 | 3.2 |

PERCENTAGE OF SALARY GRADE RANGE NET INCREASES (1967-1971)
OCCURRING IN THE VARIOUS ETHNIC GROUPS
TABLE #4-B

| SG | INCREASE ALL ETHNIC GROUPS | % WHITE | % BLACK | % PUERTO RICAN | % OTHER MINORITIES |
|---|---|---|---|---|---|
| 1- 6 | 185 | 0 | 89.5 | 9.7 | 0.8 |
| 7-13 | 3,014 | 83.5 | 13.9 | 0.8 | 1.8 |
| 14-20 | 2,030 | 86.1 | 9.2 | 1.4 | 3.4 |
| 21-30 | 575 | 62.8 | 18.3 | 1.9 | 16.7 |
| 31-38 | 190 | 81.1 | 14.2 | 0.5 | 4.2 |
| ALL GRADES | 5,994 | 78.5 | 16.2 | 1.5 | 3.8 |

STATE UNIVERSITY OF NEW YORK

DISTRIBUTION OF POSITIONS BY UNIVERSITY CENTER AND ETHNIC GROUP – 1971

TABLE 5

| University Centers | County Location | No. Employees In Centers | % of Total Univ. Employment | No. White Employees | % Univ. Center Total | No. Black Employees | % Univ. Center Total | No. Puerto Rican Employees | % Univ. Center Total | No. Other Minorities | % Univ. Center Total |
|---|---|---|---|---|---|---|---|---|---|---|---|
| Albany | Albany | 2,253 | 8.4 | 2,133 | 94.7 | 68 | 3.0 | 5 | 0.2 | 47 | 2.1 |
| Central Staff | Albany | 490 | 1.8 | 474 | 96.8 | 14 | 2.8 | 2 | 0.4 | – | – |
| Alfred | Allegany | 531 | 2.0 | 529 | 99.6 | 2 | 0.4 | – | – | – | – |
| Maritime College | Bronx | 251 | 0.9 | 171 | 68.2 | 34 | 13.5 | 38 | 15.1 | 8 | 3.2 |
| Binghamton | Broome | 1,129 | 4.2 | 1,095 | 97.0 | 13 | 1.2 | 3 | 0.3 | 18 | 1.5 |
| Fredonia | Chautauqua | 675 | 2.5 | 647 | 95.9 | 11 | 1.6 | 4 | 0.6 | 13 | 1.9 |
| Plattsburg | Clinton | 727 | 2.7 | 700 | 96.3 | 9 | 1.2 | – | – | 18 | 2.5 |
| Cortland | Cortland | 877 | 3.3 | 869 | 99.0 | 4 | 0.5 | – | – | 4 | 0.5 |
| Delhi | Delaware | 357 | 1.3 | 355 | 99.4 | 2 | 0.6 | – | – | – | – |
| Buffalo | Erie | 3,017 | 11.2 | 2,719 | 90.1 | 211 | 7.0 | 21 | 0.7 | 66 | 2.2 |
| Buffalo Health Center | Erie | 840 | 3.1 | 777 | 92.5 | 20 | 2.4 | – | – | 43 | 5.1 |
| College at Buffalo | Erie | 1,226 | 4.6 | 1,091 | 89.0 | 118 | 9.6 | 1 | 0.1 | 16 | 1.3 |
| Downstate Medical Center | Kings | 2,435 | 9.2 | 1,342 | 55.2 | 882 | 36.2 | 28 | 1.1 | 183 | 7.5 |
| Geneseo | Livingston | 784 | 2.9 | 762 | 97.3 | 9 | 1.1 | 4 | 0.5 | 9 | 1.1 |
| Morrisville | Madison | 348 | 1.3 | 346 | 99.4 | 1 | 0.3 | – | – | 1 | 0.3 |
| Brockport | Monroe | 1,008 | 3.8 | 940 | 93.3 | 47 | 4.7 | 5 | 0.5 | 16 | 1.5 |
| Farmingdale | Nassau | 660 | 2.5 | 612 | 92.7 | 45 | 6.8 | 3 | 0.5 | – | – |
| Old Westbury | Nassau | 127 | 0.5 | 86 | 67.7 | 34 | 26.8 | 7 | 5.5 | – | – |
| College of Optometry | New York | 10 | 0.0 | 9 | 90.0 | 1 | 10.0 | – | – | – | – |
| College of Forestry (Syracuse) | Onondaga | 378 | 1.4 | 367 | 97.1 | 7 | 1.9 | – | – | 4 | 1.0 |
| Upstate Medical Center | Onondaga | 2,450 | 9.1 | 2,015 | 82.2 | 371 | 15.1 | 12 | 0.5 | 52 | 2.2 |
| Herkimer-Rome-Utica | Oneida | 5 | 0.0 | 5 | 100.0 | – | – | – | – | – | – |
| Oswego | Oswego | 1,032 | 3.9 | 1,012 | 98.0 | 13 | 1.3 | 3 | 0.3 | 4 | 0.4 |
| Oneonta | Otsego | 862 | 3.2 | 832 | 96.5 | 17 | 2.0 | – | – | 13 | 1.5 |
| Canton | St Lawrence | 296 | 1.1 | 294 | 99.4 | 1 | 0.3 | – | – | 1 | 0.3 |
| Empire State College | Saratoga | 26 | 0.1 | 26 | 100.0 | – | – | – | – | – | – |
| Potsdam | St. Lawrence | 681 | 2.5 | 666 | 97.8 | 5 | 0.7 | – | – | 10 | 1.5 |
| Cobleskill | Schoharie | 362 | 1.4 | 357 | 98.6 | 5 | 1.4 | – | – | – | – |
| Stonybrook | Suffolk | 1,764 | 6.6 | 1,569 | 89.0 | 100 | 5.7 | 36 | 2.0 | 59 | 3.3 |
| Stonybrook (Health Science/Center) | Suffolk | 175 | 0.7 | 158 | 90.3 | 14 | 8.0 | – | – | 3 | 1.7 |
| New Paltz | Ulster | 879 | 3.3 | 832 | 94.7 | 17 | 1.9 | 11 | 1.3 | 19 | 2.1 |
| Purchase | Westchester | 129 | 0.5 | 108 | 83.7 | 17 | 13.2 | 4 | 3.1 | – | – |
| ALL CENTERS | TOTAL | 26,784 | 100.0 | 23,898 | 89.2 | 2,092 | 7.8 | 187 | 0.7 | 607 | 2.3 |

## OCCUPATIONAL GROUPS — 1971 (Table #3)

Although Blacks are only 7.8% of SUNY employees, they account for 21.8% of the Laborers, 20.4% of the Service Workers, 14% of the Protective Service, and 11.2% of the Technicians. Puerto Ricans, who are only 1% of SUNY employees, make up 2% of the Service Workers. Whites, on the other hand, who account for 89.2% of SUNY employees, make up only 76.6% of the Laborers, and 76.9% of the Service Workers.

In another view, only 12% of Whites are Service Workers, whereas 36% of Blacks are Service Workers. 50% of the White employees are Administrators or Professors, compared to 31% of Blacks and 33% of Puerto Ricans.

## OCCUPATIONAL CATEGORIES — 1967 and 1971 (Table #3-A)

For purposes of comparing this distribution with that of 1967, the eleven occupational groups have been gathered in Table 3-A into three occupational categories, since the eleven-group breakdown is not available for 1967.

This table shows that Whites and Puerto Ricans in 1971 had a larger percentage of their numbers employed in the Professional and Technical category than in 1967, and a smaller percentage employed in the Custodian, Maintenance and Service category. Blacks, on the other hand, in 1971 had a somewhat greater percentage employed in the Custodian, Maintenance and Service category than in 1967, and a slightly smaller percentage in Professional and Technical.

None of the ethnic groups has shown any significant change one way or the other in the Clerical and Secretarial category; and the Other ethnic grouping has not shown any significant percentage change in any of the occupational categories.

## SALARY GRADE RANGES — 1967-1971 (Tables #4, 4-A, and 4-B)

Between 1967 and 1971 the increase in all positions was predominantly in grades 7 through 20, although Blacks and Puerto Rican gained substantially also in grades 1 through 6. Between 1970 and 1971 Whites lost 185 positions in grades 1 through 6, while Blacks lost only 44 positions in these grades and Puerto Ricans gained three positions.

Blacks and Puerto Ricans remain predominantly in the lower salary grades: 48% of the Black employees and 51.3% of the Puerto Rican employees are in salary grade range 1 through 6, as compared to 25.8% of Whites. At the other end, only 8.4% of Blacks and 8.5% of Puerto Ricans are in salary grade range 21 through 38, as compared to 23.1% of Whites.

In comparison with 1967, however, there is evidence of upward mobility with respect to salary grade for both Blacks and Puerto Ricans.

As we have seen in Table #3-A, Blacks increased proportionally to their total SUNY employment in the Custodian, Maintenance and Service category between 1967 and 1971, and decreased proportionally in the Professional and Technical category. Here, however, we see that the percentage of Blacks employed in the lowest grades, 1 through 6, decreased from 68.8% in 1967 to 52.4% in 1970, to 48% in 1971. At the same time the percentage of Blacks employed in the other salary grade ranges increased. Thus, for example, 3.9% of Black SUNY employees were in grades 21 through 38 in 1967; but by 1971, 8.4% of their number were employed in that grade range. On the other hand, the percentage of White employees in grades 21 through 38 decreased from 26% of Whites in 1967 to 23.1% of Whites in 1971.

Thus, there was a definite upward mobility for Blacks between 1967 and 1971, at least in respect to salary grade range.

Puerto Ricans also have shown upward mobility. In salary grades 1 through 6 the percentage of the Puerto Rican SUNY employment decreased from 73.9% in 1967 to 51.3% in 1971; whereas in grades 14 through 30, for example, their percentage increased from 6.3% to 25.1% in the same period.

Table #4-A shows the numerical increase in employees between 1967 and 1971 for each ethnic group, and the percentage of that increase which occurred in each salary grade range. Thus, Whites gained 4,707 positions between 1967 and 1971 and 52.7% of those positions were in the salary grade range 7 through 13. 43.3% of the Black increase (968 positions) occurred in that salary grade range.

It is of interest that both Blacks and Puerto Ricans had a greater percentage (10.9% and 14.3%) of their increase in salary grade range 21 through 30 than did Whites (7.8%), and a comparable percentage of increase in salary grade range 31 through 38.

Table #4-B shows the numerical increase in employees between 1967 and 1971 for each salary grade range, and the percentage of that increase which was gained by each ethnic group. Thus, in salary grade range 31 through 38 there was a total increase of 190 positions, of which Whites obtained 81.1%, Blacks 14.2%, Puerto Ricans 0.5%, and Others 4.2%.

When viewed this way, the Puerto Rican gains compare less favorably with the Black gains. Blacks, who make up about 10% of the New York State population, account for 18.3% of the increase in SUNY positions in salary grade range 21 through 30, and 14.2% in salary grade range 31 through 38. Puerto Ricans on the other hand, who make up about 5% of the New York State population, account for only 1.9% of the increase in SUNY positions in salary grade range 21 through 30, and 0.5% in salary grade range 31 through 38.

## ETHNIC GROUP DISTRIBUTIONS IN THE VARIOUS UNIVERSITY CENTERS AND COLLEGES — 1971 (Table #5)

Table #5 shows the distribution of employees by ethnic group through the various University centers.

At the Maritime College in the Bronx, both Blacks and Puerto Ricans account for a considerably larger percentage of the total employment than they do in the University at large (13.5% vs 7.8% and 15.1% vs 0.7% respectively). The location of the center is of course largely responsible for this, but it should also be noted that of the 72 Black and Puerto Rican employees, 51 are Service Workers in grades 1 through 6.

At the Downstate Medical Center in Brooklyn and the Upstate Medical Center in Syracuse, Blacks make up respectively 36.2% and 15.1% of the employment. However, of the 882 Black employees at Downstate, 322 or 36.5% are Service Workers in grades 1 through 6, and of the 371 Black employees at Upstate, 108 or 29.1% are Service Workers in grades 1 through 6.

In general, it appears that the geographic location of the center is of controlling importance insofar as minority group employment is concerned. 68.4% of the Black and 73.8% of the Puerto Rican SUNY employees are employed in either the New York City or Buffalo metropolitan area. Outside of these metropolitan areas the representation of Blacks and Puerto Ricans, and in most cases of Other Minority groups, at the University centers (with the exception of the Upstate Medical Center) remains considerably lower than their representation in the University or in the total New York State population. Within these metropolitan areas, however, the representation of minorities is sometimes greater than their representation in the community (e.g., Blacks compose 36.2% of employment at the Downstate Medical Center in Brooklyn but 25.2% of the population of Kings County.)

## EXPLANATORY NOTE FOR TABLE #1-A

## DEFINITIONS OF JURISDICTIONAL CLASSIFICATIONS USED BY STATE UNIVERSITY FOR THE 1971 SURVEY.

For purposes of reporting positions for this survey, three jurisdictional classifications of positions were used by the University. The categories are defined as:

1. Classified Service

   The Classified Service of the State comprises all offices and positions not included in the Unclassified Service. The offices and positions in the Classified Service are divided into four classes, and are designated as the exempt class, the non-competitive class, the labor class and the competitive class. For purposes of this survey, however, those Classified positions not allocated to a specific salary grade are not included here, but under "Non-statutory Positions."

2. Unclassified Service

   The Unclassified Service in the State University includes all positions in the professional service as defined in sub-division three of section 355-a of the Education Law, which positions shall be determined by the Chancellor of the State University and certified by him to the Civil Service Commission. The U-graded positions are those Unclassified positions allocated to salary grades (U-grades) in the schedule which was part of that law until May 1972, when the schedule was repealed. For purposes of this survey, only U-graded positions are included in this category. Those unclassified positions not allocated to specific grades are not included here, but are reported under "Non-statutory Positions."

3. Non-statutory Positions

   Positions not allocated to specific U-grades in the Unclassified Service or SG-grades in the Classified Service are by definition "Non-statutory." Appointment procedures are governed by rules for the Classified Service or the Unclassified Service, as appropriate. This category, therefore, includes all non-graded positions, both the non-graded Classified positions and the non-graded Unclassified positions.

## GUIDELINES TO THE COLLECTION OF DATA BY RACE, CREED, COLOR AND/OR NATIONAL ORIGIN

To implement Article VII of Governor Rockefeller's *New Code of Fair Practices*, the Division of Human Rights has formulated a set of criteria or guiding principles to assist agencies of the State of New York in developing research procedures bearing on the collection of data by race, creed, or color and/or national origin. The intent of these guidelines is to provide safeguards that will reflect the spirit of the *Code of Fair Practices*, and to insure that all citizens of the State shall in no way be disadvantaged by the collection of research data and the temporary existence of research records pertaining to the race, creed, color or national origin of individuals.

**First:** The Commission recognizes that there are legitimate circumstances under which it is necessary and desirable for an agency of the State to conduct research which involves the collection of data on race, creed, color and/or national origin.

**Second:** Information relating to race, creed, color and/or national origin shall be obtained in a manner which is not offensive to the individual concerned.

**Third:** Information on race, creed, color and national origin shall not be entered on research records in conjunction with the names of specific individuals.

**Fourth:** Identifying characteristics other than specific names (e.g., code numbers) shall be allowed for research purposes with the understanding that data sheets, questionnaires, punched cards, and all other research records pertaining to specific individuals will be destroyed when they have served the purposes of research and that, in no event, shall these records become permanent.

**Fifth:** Records containing data on race, creed, color or national origin which pertain to specific individuals shall (1) be collected for research purposes only, (2) be physically located in the research or statistical unit responsible for the conduct of the research activity, and (3) not be made available to operating personnel within State agencies but shall serve only the research purposes for which originally intended.

**Sixth:** The agency undertaking the collection of data by race, creed, color or national origin shall bear the responsibility for conducting such research activity in accordance with the principles set forth above. The procedures adopted for purposes of collecting and maintaining temporary data on race, creed, color and national origin shall be subject to review by the Division of Human Rights.

These guidelines for the collection of ethnic data were discussed and approved by the Division of Human Rights and the Department of Civil Service.

## OCCUPATIONAL DEFINITIONS

**Laborers:** Employees assigned to positions as Laborers perform services not requiring special skills, knowledges or abilities. Tools used on the job are either quite simple or easy to operate. Examples of Laborers by title are: Campsite Caretaker, Park Attendant, Laborer, Water Supply Tender, Bridge Helper, Marine Helper, Maintenance Man (Track Repairs), Coal Passer, Marine Oiler. The titles included in the Labor Jurisdictional Classification (Appendix 3 of the Civil Service Law) are not identical with the occupational category Laborer.

**Service Workers:** Employees perform work in any of the following categories: Cleaning Service (Window Washer, Maid, Domestic, Cleaner, Charwoman, Janitor); Food Service Workers, excluding titles involved in the use of power operated machinery or equipment, (Cook, Dishwasher, Dining Room Attendant); Health Service Workers (Psychiatric and Hospital Attendant, Nurse's Aide and Practical Nurse); and Personal Service Workers (Locker Room Attendant, Barber, Beautician, Welfare Service Aide, Child Care Worker such as Cottage Parents, etc.). These positions usually require little, if any, formal education.

**Protective Service Workers:** Employees in these positions act in a capacity to protect life, limb or property and maintain order; assist the public, employees, and inmates in public buildings, schools, correctional institutions, agency headquarters and installations. Protective Service Workers are engaged as Forest Fire Observer, Forest Ranger, Park Patrolman, Traffic and Park Officer, Transfer Agency, Warrant and Transfer Officer, Highway Patrolman, Correction Hospital Officer, Narcotic Addiction Officer, Police, Fireman (including Marine), etc.

**Operatives:** Employees in these titles perform a wide variety of duties at a semi-skilled level. Employees are usually involved in the operation or use of machinery, tools or equipment or involved in the application or use of special techniques or procedures in the performance of their tasks. Examples of this category are: Launderer, Seamstress, Clothing Clerk, Chauffeur, Truckdriver, Highway Equipment Operator, Drilling Operator, Bridge Operator, Sewage Plant Operator, Hydro-electric Operator, Seaman, Deckhand Foreman, Welder, Dairy Plant Operator, Bottling Plant Worker, Garage Helper, Industrial Foreman.

**Craftsmen:** Employees reported in this occupational category work in occupations requiring mechanical and/or technical abilities, with a high degree of skill in the performance of their jobs. Examples of titles in this category are: Carpenter, Automobile and Truck Mechanic, Plumber and Steamfitter, Machinist, Electrician, Stationary Engineer, Sheet Metal Worker, Painter, Bricklayer, Mason and Plasterer.

**Clericals (Office Machine Operators and Related Occupations):** Employees assigned to this occupational category perform a wide variety of clerical tasks ranging from Clerk to Executive Secretary. Examples of these positions are: Principal Clerk, Cashier, Account Clerk, Actuarial Clerk, Admitting Clerk, Audit Clerk, Commutation and Chief Commutation Clerk, Proofreader, File Clerk, Identification Clerk, Mail and Supply Clerk, Payroll Clerk, Personnel Clerk, Printing Clerk, Statistics Clerk, Court Clerk, Unemployment Claims Clerk, Addressograph and Graphotype Machine Operator, Billing Machine Operator, Office Machine Operator, Keypunch Operator, Tabulating Machine Operator, Vari-Type Operator, Hearing Reporter, Stenographer, Secretary, Laboratory Secretary, Medical Secretary, Law Secretary, Placement Secretary, Braille Sterotypist, Telephone Operator, Dictating Machine Transcriber, Toll Collector, Receptionist and Information Clerk.

**Technicians:** Employees perform in positions that require a high degree of technical competence through formal training or experience. Employees in this category usually are assigned to professional employees. Examples are: Engineering Aide, Engineering Technician, Museum Technician, Histology Technician, Laboratory Technician, Medical X-ray Technician, Dental Hygienist, Dental Technician, Optical Technician, Civil Engineering Technician, Mathematics Aide, Cartographic Technician, Mechanical Engineering Technician.

**Investigators and Inspectors:** Employees in this category perform services as Investigators and Inspectors for their agencies. Examples of these positions are: Compliance Investigator, Inspector of Penal Institutions and Narcotic Treatment Institutions, Boxing, Racing, Farm Products, Dairy Products, Meat, Restaurant, Laboratory, Lumber, Bingo, Motor Vehicle, Labor, Factory or Boiler Inspector, etc.

**Data Processors:** (1) Employees who prepare programs for electronic computers or who supervise such work. (2) Employees who are responsible for the operation of a department's data processing system, including actual operation of the computer and scheduling and coordination of operations. (3) Employees who are responsible for the supervision of an entire data processing operation including data preparation, keypunching, computer operation. (4) Also those employees who study and evaluate the substantive programs of an agency and operational methods and procedures for the purpose of determining the feasibility of adapting them to electronic data processing methods. Examples of titles are: Computer Systems Analyst, Senior and Associate Computer Systems Analyst, Computer Programmer Trainee, Computer Programmer, Senior and Associate Computer Programmer, Electronic Computer Operator, Senior, Supervising and Chief Electronic Computer Operator, Manager of Computer Operations, Supervisor of Electronic Data Processing, Supervisor of Identification and Intelligence Computer Systems Design, Assistant Director of Electronic Data Processing, Director of Electronic Data Processing, Electronic Data Processing Consultant, etc.

**Administrators and Professionals:** Employees in Administrative positions are those classified as being responsible for planning, directing and performing policy-making decisions. Professional positions are those requiring high levels of formal training and experience. Positions to be listed under Administrative and Professional category are Personnel Examiner, Personnel Technician, Personnel Officer, Accountant and Auditor, Musician, Artist, Photographer, Lawyer, Counsel, Librarian, Curator, Teacher, Instructor, Nurse, Surgeon, Doctor, Dietitian, Social Science, Statistician, Engineer, Architect, etc.

**Business Managers:** Employees perform in positions classified under fiscal, control account keeping, business managment and business administration and are responsible for the efficient business management of the State's bureaus, agencies, and departments. Positions in this occupational category generally require either a degree with specialization in accounting, financial and business management or experience in related fields. For example, Business Management Assistant, Business Officer, Director and Assistant Director of Correction Accounts, Director and Assistant Director of Conservation Department Accounts, Finance Officer, Institution Steward, Institution Business Management series, Maritime College Business Management.

## SURVEY DEFINITIONS OF JURISDICTIONAL CLASS (FROM THE CIVIL SERVICE LAW)

**Section 35 – Unclassified Service.** The civil service of the state and each of its civil divisions shall be divided into the classified and unclassified service. The unclassified service shall comprise the following:

(a) ....
(b) all offices filled by election or appointment by the legislature on joint ballot;
(c) ....
(d) all offices filled by appointment by the governor, either upon or without confirmation by the senate, except offices and employees in the executive department who are not heads of divisions therein;
(e) the head or heads of any department of the government who are vested with authority, direction and control over a department, and who have power and authority to appoint and remove officers and employees therein;
(f) ....
(g) ....
(h) all positions in the state university in the professional service as defined in subdivision three of section three hundred fifty-five-a of the education law, which positions shall be determined by the chancellor of state university and certified by him to the civil service commission;
(i) ....
(j) ....

**Section 40 – Classified Service.** The classified service shall comprise all offices and positions not included in the unclassified service. The offices and positions in the classified service of the state and of its civil divisions shall be divided into four classes, to be designated as the exempt class, the non-competitive class, and labor class, and the competitive class.

**Section 41 – EXEMPT CLASS**

1. The following offices and positions shall be in the exempt class.
   a) one secretary of each state department or division, temporary state commission or other state officer authorized by law to appoint a secretary;
   b) the deputies or principal executive officers authorized by law to act generally for and in place of their principals;
   c) one secretary of each municipal board or commission authorized by law to appoint a secretary;
   d) one clerk and one deputy clerk if authorized by law, of each court, and one clerk of each elective judicial officer, and also one deputy clerk, if authorized by law, of any justice of the supreme court;
   e) all other subordinate offices or positions for the filling of which competitive or non-competitive examination may be found to be not practicable ....
2. No office or position shall be deemed to be in the exempt class unless it is specifically named in such class in the rules ....

Section 42 – NON-COMPETITIVE CLASS

1. The non-competitive class shall include all positions that are not exempt class or the labor class and for which it is found by the commission having jurisdiction to be not practicable to ascertain the merit and fitness of applicants by competitive examination . . . .

2. . . . .

2-a. The state civil service commission by appropriate amendments to its rules shall designate among positions in the non-competitive class in the state service those positions which are confidential or require the performance of functions influencing policy.

Section 43 – LABOR CLASS

1. The labor class shall comprise all unskilled laborers in the service of the state . . . .

Section 44 – COMPETITIVE CLASS

The competitive class shall include all positions for which it is practicable to determine the merit and fitness of applicants by competitive examination, and shall include all positions now existing or hereafter created, of whatever functions, designations or compensation, in each and every branch of the classified service, except such positions as are in the exempt class, the non-competitive class, or the labor class.

The Survey classified as "Other" positions not covered by the Civil Service Law.

The Survey further divides the Competitive class into Permanent, Provisional, and Other (generally temporary employees).